



GENDER PAY GAP REPORT 2021

Our organisation

Chailey Heritage Foundation is a Sussex-based charity providing a range of education and care services for children and young people with complex physical disabilities and high health needs.

The charity was established in 1903 to educate children with physical disabilities and was a pioneer in the education, medical treatment and care of those with conditions such as tuberculosis, rickets, polio and those affected by the drug 'Thalidomide'. We have now built a national reputation for our work with children and young people with neurological motor impairments, such as cerebral palsy and for our work in communication and developing independence through powered mobility.

Our aim is to provide a stimulating and inclusive environment where all young people are given every opportunity to make progress towards fulfilment and develop life skills in preparation for adulthood.

Our workforce, whether working "hands-on" or in supporting functions, are determined to transform the lives of the children and young people we support and as an organisation we are committed to ensuring equality in the workplace, regardless of an individual's gender, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.

Summary of Gender Pay Gap as at April 2021

Chailey Heritage Foundation is required by law to publish an annual gender pay gap report. This is our report for the snapshot date of 5 April 2021.

Chailey Heritage Foundation does not pay bonuses, therefore no bonus data is included in this report.

The figures set out in this report have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Gender Pay Data (Mean/Median):

Gross Hourly Rate of Pay	Male	Female	Difference
Mean	£15.02	£12.19	18.85%
Median	£10.93	£10.93	0%

Since calculating our 2020 data the mean salary figure for males has increased (from £13.91 to £15.02 per hour). The mean figure for females has also increased (from £11.75 to £12.19 per hour). This has increased the percentage difference very slightly from 18.38% to 18.85%. This has mainly been brought about because the male population of the overall workforce has reduced from 13.55% to 12.64% which means that even a few male employees at the senior levels can have a significant impact on how our gender pay gap data appears. Although the majority (55.56%) of the executive team is female, any increase in number of males in comparatively higher earning roles considerably affects our overall gender pay gap and in the period in question 20% of internal promotions and 100% of external managerial vacancies were achieved by men; one of these roles was a brand new position within the Foundation, one was a male replacing a female who had resigned and the third was a male replacing a male.

The median figures for men has increased since our 2020 calculation (from £10.28 to £10.93) and the same for women (from £10.28 to £10.93). The increase in the median figure for both males and females can be explained by our annual salary review (1.75% applied in September 2021).

Gender Pay Data (Quartiles):

Quartiles (Gross Hourly Rate of Pay)	Male	Female
£0.00 to £9.75	7.8%	92.2%
£9.76 to £10.93	11.7%	88.3%
£10.94 to £11.65	10.1%	89.9%
£11.66 to £67.02	20.2%	79.8%

Female employees continue to form the majority of the employees in the lowest quartile, although this has decreased from 94.26% to 92.2%. Males in the upper quartile increased from 19.67% to 20.2% which can be attributed to the increase in males in managerial positions or are teachers. Our school has more male teachers than most special schools.

Understanding Our Gender Pay Gap

Our workforce in April 2021

As at 5 April 2021 our workforce totalled 514. This number included 234 Social Care Support Workers (of which 13.75% were male and 86.25% were female) and 160 Specialist Education Assistants or Lunchtime Assistants (of which 2.65% were male and 97.35% were female). These numbers included workers who support us on an ad-hoc, sessional basis ("bank workers").

The following charts show the breakdown of our staff as at April 2021:



75.87% of our staff are support workers either in school or in care services. Nationally, roles in these sectors continue to offer lower salaries than some other areas. Our workforce, particularly amongst Specialist Education/Lunchtime Assistants in the school and Support Workers in our residential bungalows, is predominantly female (90.5% in April 2021). This is not unusual in the education and care sector, which tends to attract female workers; recent statistics show that 75.8% of teachers are women, and in the voluntary sector more generally where an average of 67% is female. At Chailey we have a higher-than-average proportion of male teachers (27.8%).

Females are far more likely to work as Specialist Education and Lunchtime Assistants as the role, being term time only and working school hours, fits well with caring responsibilities for children.

Improving our understanding of gender pay inequalities

We committed to creating an evidence base, to better understand any gender pay inequalities, and this is updated annually. This data, for the period 1 May 2020 to 30 April 2021, is detailed below.

Proportion of Male / Female Applications

Applications from Males	Applications from Females
28.5%	71.5%

Proportion of Males / Females recruited

Total Recruited	Males Recruited	Females Recruited
184	29 (15.8%)	155 (84.2%)

This data shows that we continue to receive significantly more applications from women than from men, inevitably leading to the recruitment of more female staff. Over 75% of our staff are employed as Specialist Education assistants or support workers - roles that attract more women than men. For care support workers our workforce is over 86% female, while Specialist Education Assistants are even more likely to be women, attracted by the term time only work and the shorter working day to fit in with their caring responsibilities at home.

Proportion of Males / Females obtaining promotions

Total Promotions	Males Promoted	Females Promoted
5	20%	80%

Out of the five internal promotions in the year to April 2021 four were achieved by women.

Proportion of Males / Females in senior roles

Senior Leadership Team	Males	Females
9	4 (44.44%)	5 (55.56%)
All Managerial Roles		
31	10 (32.25%)	21 (67.78%)

Females are the higher percentage of our senior leadership team (55.56%), however as the male population of the overall workforce is only 12.6% even a few male employees at the senior levels can have a significant impact on how our gender pay gap data appears.

Although the majority of the executive team is female, the increase in number of males in comparatively higher earning roles considerably affects our overall gender pay gap.

In the period in question, of the 5 internal promotions 80% were achieved by women, and 100% of external managerial vacancies were achieved by men in the year to April 2021.

Proportion of Males / Females leaving CHF

Total Leavers	Males Leaving	Females Leaving
118	20 (16.9%)	98 (83.1%)

The number of female leavers during the period in question remains virtually identical to the numbers in our last report. However, the percentage of female leavers has decreased, whilst the percentage of male leavers has increased quite substantially (from 7.7% to 16.9%). Pay was not cited as a reason for leaving by either gender.

Of the 20 male leavers, 75% were in care roles, whilst of those joining, 14 out of the 19 males were in care roles (up from 53.8% as reported in our last report to 73.68%). This shows a reasonable improvement in our ability to attract more males to our care roles, which brings great benefits to the young people; it is helpful for them to interact with a diverse group of carers and educators. This also has a positive effect on our gender pay gap.

Proportion of Males / Females returning from a period of parental leave

	Returned to same role	Did not return	Returned to different role	Still in post after one year
Female	66.7%	33.3%		100%
Male	100%			100%

Women are less likely to return from a period of parental leave (usually maternity leave) than men, and our figures support this. As we run a 24/7 service we often have a variety of family friendly roles available (such as switching from day to night or weekend shifts in our residential bungalows) and we are always happy to discuss changes in roles to retain our highly trained and skilled workforce.

Promoting Equal Opportunities

As an organisation, Chailey Heritage Foundation is committed to equal opportunities for all. We believe in appointing the best candidates into our roles and have a clear policy of paying employees equally for the same or equivalent work, regardless of their gender or other factors covered by the Equality Act 2010. As such, we carry out pay and benefits assessment and evaluate job roles and pay grades as necessary to ensure a fair structure. We are committed to ensuring that there is no gender bias when setting salaries.

Conclusion

Chailey Heritage Foundation is pleased that the mean gender pay gap has reduced significantly since April 2018 and has been 0% for the past three reports. The median does continue to increase however, and we believe this is simply due to the fact that, because of the nature of our work, we still continue to recruit more women than men to our roles. We remain confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work but remains the result of the roles in which men and women work within the organisation and the salaries that these roles attract, although our work to recruit male support workers does continue to show increasing success. While the structural aspects of the gendered nature of the industry we work in continues to challenge us in narrowing our gender pay gap, we are committed to

working towards this goal, whilst building our organisation as an inclusive, fair and empowering workplace.

Taking Action

Since our last report we have:

- Continued to build on our benefits offering and ensured that our family-friendly policies remain competitive. We have continued to offer flexible working opportunities (subject to departmental requirements/management approval) and childcare support in order that prospective employees are aware of our commitment to encouraging our employees to build their careers alongside other roles in life. COVID-19 continues to bring its own challenges; the majority of our staff cannot work from home as they are needed on-site to educate and care for the children and young people but those who can have adapted well to doing so, usually on a rota system among their teams. Our intention is to continue this way of working into the future to ensure our staff can have the work/life balance they desire.

We continue to offer a wide range of benefits in order to provide as much choice as possible to our current and prospective employees. We review our benefits offering on a regular basis to ensure we are offering access to as wide a choice as possible.

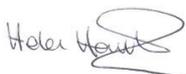
- Supported female middle and senior leaders to progress their careers and encourage women in the wider workforce to develop their skills and achieve their aspirations, with 80% of those promoted during the year being female.
- Analysed our exit data, which indicates that pay is not a significant factor in why any of our employees leave, as shown below.

	1.4.20 – 31.3.21		
	Total voluntary leavers	Pay related	% of leavers due to of pay
Female	98	0	0.00%
Male	20	0	0.00%

- Continued to seek to attract more male workers to take up support roles; in the period 6.4.19 – 5.4.20 (our last published report) 92.5% of male recruits were in non-managerial roles; this has decreased slightly to 84% for the period 6.4.20 – 5.4.21 due to 3 of the male hires being for senior management roles, but we are pleased that we have managed to recruit a higher number of male care workers during this time.

We are committed to:

- Working to counteract unconscious bias and ensuring awareness of it, providing training to managers and working to instil a culture of belonging throughout the organisation.
- Continuing to try to attract more male workers to take up support role.
- Continuing to try to attract more females to higher, managerial roles and to support our current female workforce to progress their careers.



SIGNED: Helen Hewitt, Chief Executive