

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 2023

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 2023.

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	£16.64	£13.58	22%
Median	£12.47	£12.47	0%

Since calculating our 2022 data, the mean salary figure for males has increased (from £15.12 to £16.64 per hour). The mean figure for females has also increased (from £12.83 to £13.58 per hour). As the mean figure for males has increased by a larger amount, the percentage difference between the two has increased from 17% to 22%.

The male population of the overall workforce has increased to 14.38% from 12.64%, with new hires (excluding 'hands on' roles) with 71% intake of females and 29% males, and 'Hands on' new hires of 82.5% females and 17.5% males. Of these new hires, 100% of the managerial roles were filled by males during this period.

From an internal promotion perspective, our management promotions were achieved by 66.6% men and 33.3% by women, and the executive team shifted to 75%, which in itself affects our overall gender pay gap data.

The median figure for men has increased since our 2022 calculation (from £11.94 to £12.47) and also for women (from £11.85 to £12.47). The increase in the median figure for both males and females can be explained by two increases in salary during 2023; in January 2022 we increased salaries for our lower paid colleagues by an average of 7% and in September 2022 our annual cost of living review gave all colleagues a 3% uplift. Both increases were applied in the same way to male and female colleagues.

Gender Pay Data (Quartiles):

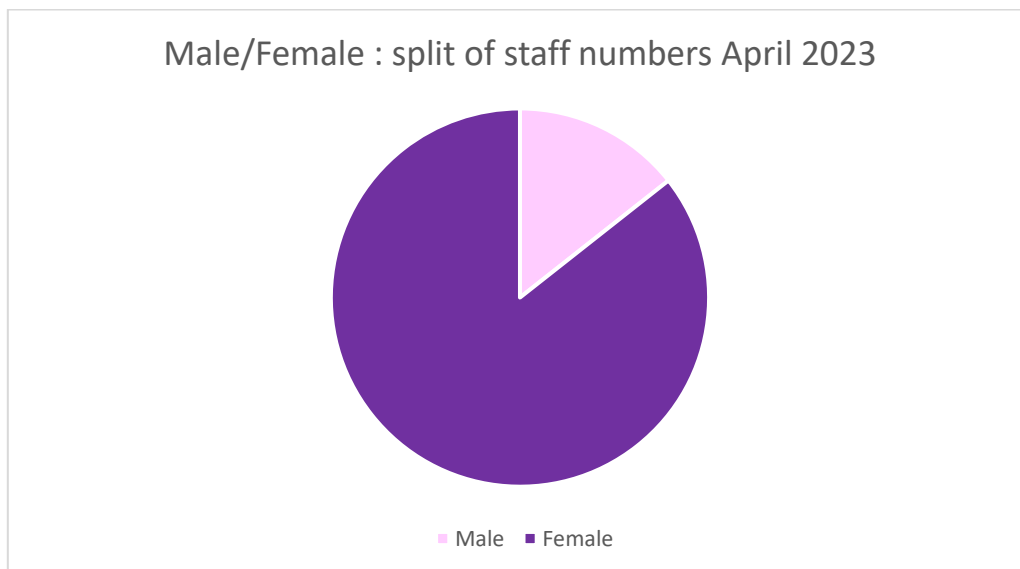
Quartiles (Gross Hourly Rate of Pay)	Male	Female
£0.00 to £11.29	9.6%	90.4%
£11.30 to £12.47	16.7%	83.3%
£12.48 to £13.18	10.4%	89.6%
£13.19 to £57.80	20.9%	79.1%

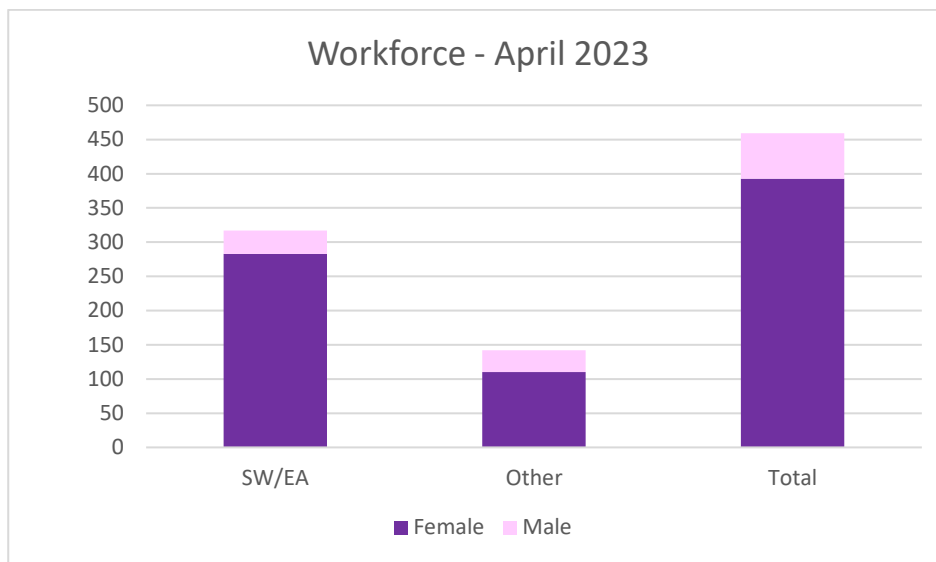
Female colleagues continue to form the majority of the colleagues in the lowest quartile, this has reduced a fraction from the previous year to 90.4% from 90.5%. Males in the upper quartile increased from 18.0% to 20.9% which can be attributed to the increase in males in senior managerial positions. Females in the 3rd quartile increased from 85.4% to 89.6%.

Understanding Our Gender Pay Gap
Our workforce in April 2023

As at 5 April 2023 our workforce totalled 459. This number included 198 Social Care Support Workers (of which 15.65% were male and 84.35% were female) and 119 Education Assistants or Lunchtime Assistants (of which 2.50% were male and 97.50% were female). These numbers include colleagues who support us on an ad-hoc, sessional basis ('bank workers').

The following charts show the breakdown of our workforce as at April 2023:





69.06% of our workforce 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 (SW/EA) in the school and Support Workers in our residential bungalows, is predominantly female (89.27% in April 2023). This is not unusual in the education and care sector, which tends to attract female workers; recent statistics show that 76% of teachers are women (slightly up on last year by 0.5%), and in the charity sector more generally, where an average of 68% is female. At Chailey Heritage Foundation, we have a higher-than-average proportion of male teachers (31.5%).

Females are attracted to the Specialist Education and Lunchtime Assistants roles, as the working hours and term time only, fits well with caring responsibilities for children.

The following chart shows our Mean and Median data over the past three reporting years:

	05-Apr-21			05-Apr-22			05-Apr-23		
Gross Hourly rate of pay	Male	Female	Difference	Male	Female	Difference	Male	Female	Difference
Mean	£15.02	£12.19	18.85%	£15.12	£12.83	17.00%	£16.64	£13.58	22.50%
Median	£10.93	£10.93	0%	£11.94	£11.85	1%	£12.47	£12.47	0%

Conclusion

Chailey Heritage Foundation remains confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work but as a result of the roles in which men and women work within the organisation and the salaries and working patterns that these roles attract. 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 continuing to build our organisation as an inclusive, fair and empowering workplace.

SIGNED: Gareth Germer, Chief Executive