



GENDER PAY GAP REPORT 2024

Our organisation

Chailey Heritage Foundation is a specialist disability charity for children and young people. We are a thriving community of support for children and young people living with complex disabilities, as well as their families.

Our outstanding school, welcoming residential homes and bustling centre combining gym and art therapy, a farm and café create a thriving community of support. Our expert teams dedicate time, patience and curiosity to nurturing the potential of every child and young person who comes to us.

Founded in 1903 by Grace Kimmins, we still embrace her ethos today. We believe that each child and young person should have every opportunity to fulfil their potential, no matter what the challenges. Our promise today is that:

We will never, ever, give up working with children, young people, and their families to empower them to make their own choices at every stage in life.

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 2024

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 2024.

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	£17.75	£14.61	18 %
Median	£13.86	£13.12	5%

Since calculating our 2023 data, the mean salary figure for males has increased (from £16.64 to £17.75 per hour). The difference between the male and female rates is £3.14 demonstrating a difference of 18%, lower than reported in the previous year.

The male population of the overall workforce has made a fractional decrease to 14.00% from 14.38% during this reporting period. Our non-frontline new hires saw a 66% intake of females and 34% males, showing a slight increase in male hires for these roles. Our 'Frontline' new hires were 83.7% females and 16.3% males, similar to the previous year. Of these new hires, 62.5% of the managerial roles were filled by females, as opposed to 100% males during the previous reporting period.

From an internal promotion perspective, our management promotions were achieved by 57% females and 43% males, as opposed to 100% male during the previous reporting period. And the executive team shifted to 57% male and 43% female, demonstrating a more balanced senior leadership team than the previous reported data showed.

The median figure for men has increased since our 2023 calculation (from £11.47 to £13.86) and also for women (from £12.47 to £13.12). The increase in the median figure for both males and females can be attributed to a flat cost of living rise across all role levels in September 2023 and the introduction as an accredited Living Wage Employer, increasing several salary band levels, in December 2023, benefiting our lower paid colleagues. 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 £12.00	7.9%	92.1%
£12.01 to £13.12	14.2%	85.8%
£13.13 to £14.97	18.6%	81.4%
£14.98 to £71.32	21.2%	78.8%

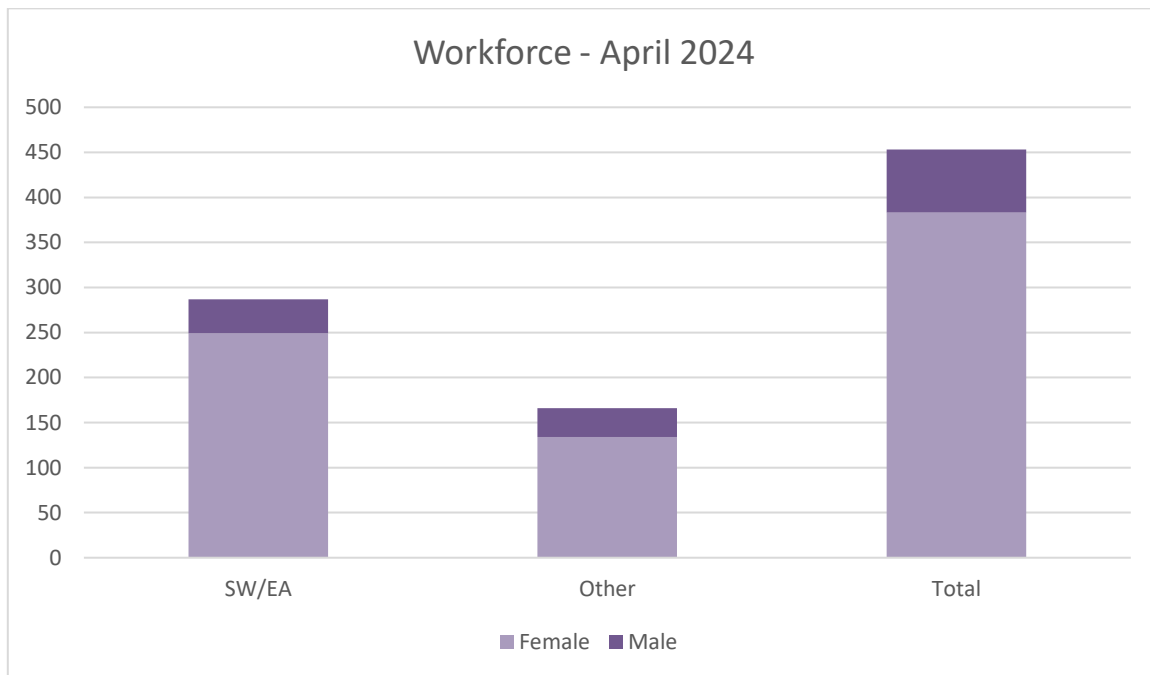
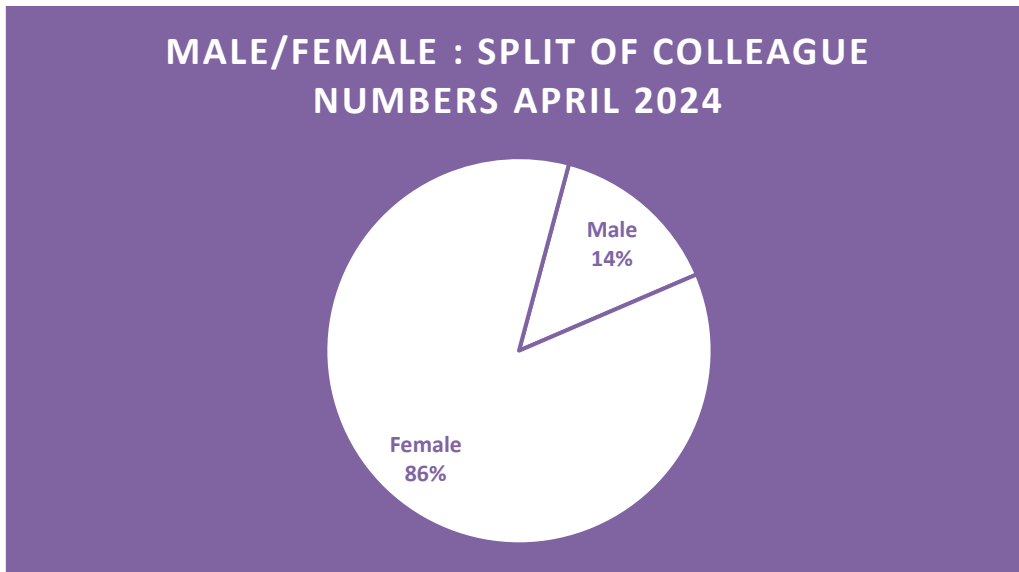
Female colleagues continue to form the majority of the colleague workforce in the lowest quartile, this has increased slightly from the previous year to 92.1% from 90.4%. Males in the upper quartile increased fractionally from 20.90% to 21.1% signifying no major shifts in the number of males in senior managerial positions. Overall, the number of males in the 1st and 2nd quartiles has increased since our 2023 calculation, with females increasing in the 3rd and 4th quartiles.

Understanding Our Gender Pay Gap

Our workforce in April 2024

As at 5 April 2024 our overall workforce totalled 453. This number included 178 Social Care Support Workers, of which 19.67% were male and 80.33% were female, showing an increase in males in this workforce since our last reporting period. And 109 Education Assistants or Lunchtime Assistants (of which 2.760% were male and 97.24% 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 2024:



63.36% of our workforce are 'frontline' workers either in school or in care services. Nationally, roles in these sectors continue to offer lower salaries than some other sectors. Our workforce at April 2024 is predominantly female at 84.55%, although this has reduced on the previous year as we continue to put efforts into advertising campaigns that appeal to wider audiences. However, this is not unusual in the education and care sector, which tends to attract female workers; recent statistics still show that 76% of teachers are women, and in the charity sector more generally, where an average of 67% is female. At Chailey Heritage Foundation, we have 25% proportion of male teachers, currently reflective of the sector.

Females continue to be attracted to the Specialist Education and Lunchtime Assistants roles, as the working hours and term time only, fits well with caring responsibilities for children. However, we recognise that the dynamic of caring responsibilities for children is changing and are widening our attraction strategy accordingly.

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

	05-Apr-22			05-Apr-23			05-Apr-24		
Gross Hourly rate of pay	Male	Female	Difference	Male	Female	Difference	Male	Female	Difference
Mean	£15.12	£12.83	17%	£16.64	£13.58	22.5%	£17.75	£14.61	17.7%
Median	£11.94	£11.85	1%	£12.47	£12.47	0%	£13.86	£13.12	5.3%

Conclusion

Chailey Heritage Foundation is confident that our gender pay gap does not arise from unequal pay for men and women performing the same or equivalent work. We ensure that pay awards, salary benchmarking, and other compensation-related practices are conducted fairly and without bias, regardless of gender. The gender pay gap is more reflective of the distribution of roles within our organisation, alongside the salaries and working patterns linked to these roles.

While the sector's structural dynamics pose ongoing challenges in closing the gender pay gap, we are fully committed to addressing this issue. Our focus remains on implementing robust attraction strategies and creating an inclusive, equitable, and empowering workplace for all.



SIGNED: Gareth Germer, Chief Executive