



GENDER PAY GAP REPORT 2022

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 2022

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 2022.

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	£15.12	£12.83	17.0%
Median	£11.94	£11.85	1%

Since calculating our 2021 data the mean salary figure for males has increased slightly (from £15.02 to £15.12 per hour). The mean figure for females has also increased (from £12.19 to £12.83 per hour). As the mean figure for females has increased by a larger amount, the percentage difference between the two has decreased from 18.85% to 17%. The male population of the overall workforce has remained at 12.64% which means that even a few male employees, particularly at the senior levels, receiving a significant pay increase, can have an impact on how our gender pay gap data appears. Although the executive team remains at being 55.56% female, any increase in the number of males in comparatively higher earning roles considerably affects our overall gender pay gap. In the period in question 100% of internal promotions were achieved by females and 50% of external managerial vacancies were achieved by men and women; the role achieved by the male was replacing a female and the female's role was a brand new position.

The median figures for men has increased since our 2021 calculation (from £10.93 to £11.94) and also for women (from £10.93 to £11.85). The increase in the median figure for both males and females of 1% can be explained by two salary increases; our annual cost of living review in September 2021 gave an increase of 1.75% to all staff, and in January 2022 we increased salaries for our lower paid staff by an average of 7%.

Gender Pay Data (Quartiles):

Quartiles (Gross Hourly Rate of Pay)	Male	Female
£0.00 to £10.96	9.5%	90.5%
£10.97 to £11.85	12.3%	87.7%
£11.86 to £12.62	14.6%	85.4%
£12.63 to £53.92	18.0%	82.0%

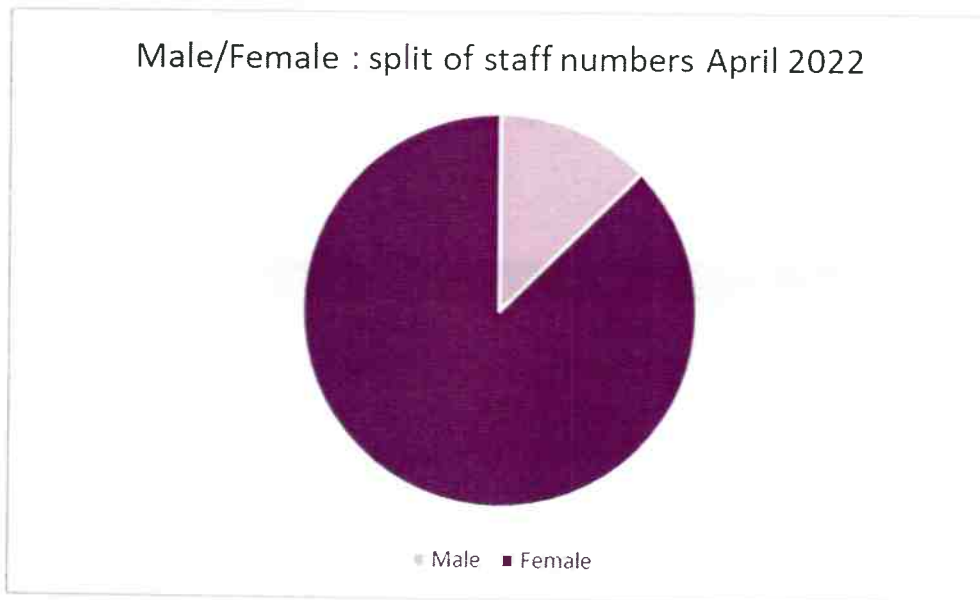
Female employees continue to form the majority of the employees in the lowest quartile, although this has decreased for the second year, from 92.2% to 90.5%. Males in the upper quartile decreased from 20.2% to 18.0% which can be attributed to the increase in females in managerial positions.

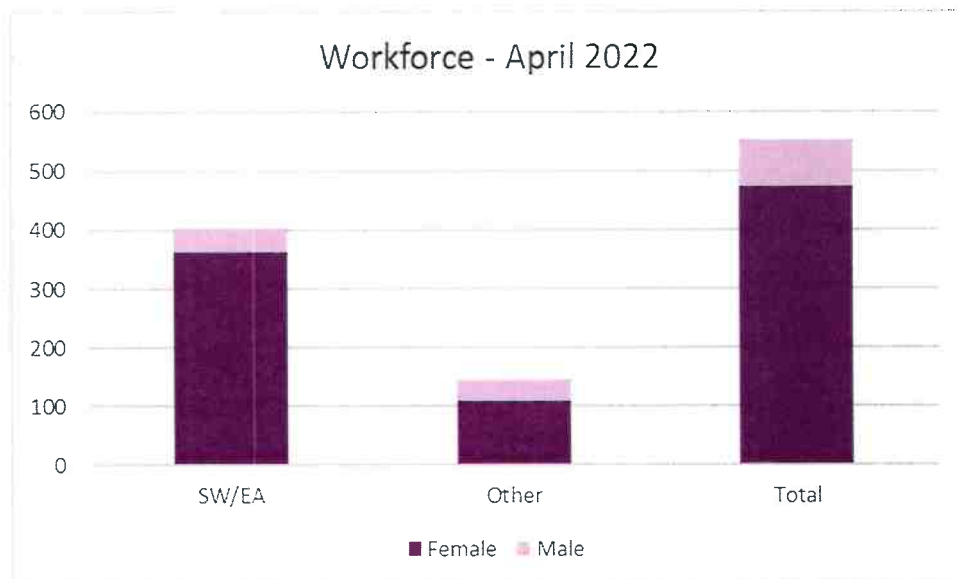
Understanding Our Gender Pay Gap

Our workforce in April 2022

As at 5 April 2022 our workforce totalled 551. This number included 228 Social Care Support Workers (of which 15.35% were male and 84.65% were female) and 154 Education Assistants or Lunchtime Assistants (of which 2.60% were male and 97.40% 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 2022:





73.32% 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 (89.85% in April 2022). This is not unusual in the education and care sector, which tends to attract female workers; recent statistics show that 75.5% of teachers are women (slightly down 0.03% from last year), and in the charity sector more generally, where an average of 73% is female. At Chailey we have a higher-than-average proportion of male teachers (31.5%).

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.

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

	05-Apr-20			05-Apr-21			05-Apr-22		
	Male	Female	Difference	Male	Female	Difference	Male	Female	Difference
Gross Hourly rate of pay									
Mean	£13.91	£11.75	18.38%	£15.02	£12.19	18.85%	£15.12	£12.83	17.00%
Median	£10.28	£10.28	0%	£10.93	£10.93	0%	£11.94	£11.85	1%

Conclusion

Chailey Heritage Foundation remain confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work but is simply the result of the roles in which men and women work within the organisation and the salaries 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 building our organisation as an inclusive, fair and empowering workplace.

SIGNED: Gareth Germer, Chief Executive

