

Gender Pay Gap Report 2018

As a Multi Academy Trust with over 250 employees Cidari Education Limited is required to publish our Gender Pay Gap in line with the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

The Gender Pay Gap (GPG) involves carrying out calculations which show the difference in the average pay of men and women in the Trust across all posts. This is our first GPG Report and is based on data from a snapshot date of 31st March 2018.

It is important to recognise that GPG is different from pay equality. Cidari is fully dedicated to gender and pay equality through engagement with key stakeholders, employees and unions. Adoption of the STPCD and NJC principles, along with a commitment to job evaluation and robust recruitment processes provide our organisation with surety in these areas and we continue to monitor and adopt best practice.

Gender Pay Gap Data:

On the snapshot date of 31st March 2018 Cidari had 351 employees who make up part of this data set.

Difference in mean and median hourly rate of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference male to female	25.99%	47.71%

Difference in mean and median bonus pay

	Difference in the mean bonus pay	Difference in the median bonus pay
Pay gap. % difference male to female	No Bonus Paid	No Bonus Paid

Proportion of male and female employees who were paid bonus pay

	Proportion receiving a bonus
Male employees (% paid a bonus compared to all male employees)	No Bonus Paid
Female employees (% paid a bonus compared to all female employees)	No Bonus Paid

Proportion of male and female employees according to quartile pay bands

	Quartile 1. Lower	Quartile 2. Lower middle	Quartile 3. Upper middle	Quartile 4. Upper
Male (% males to all employees in each quartile)	7.14%	14.63%	11.25%	29.07%
Female (% females to all employees in each quartile)	92.86%	85.37%	88.75%	70.93%

Cidari Education does not have a bonus scheme.

Contextual Information

Of the 351 employees in the data set, 83.76% of employees are female and 16.24% are male.

The membership of our Trust (7 Primary and 1 Secondary) has influence on the gender make up and proportionate salaries.

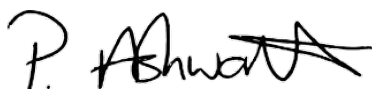
56.14% of all males in this data set are employed at our secondary Academy.

51.13% of employees in the Upper Quartile are also employed at our secondary Academy.

73.13% of all females in this data set are employed across our 6 primary academies.

Next steps.

As a Diocesan Trust values of fairness and equality are promoted and upheld at all levels at every opportunity. Whilst we have confidence that our processes and systems operate in full transparency and parity, as a senior leadership team with the support and guidance of our Board we will continue to monitor our GPG along with other factors to ensure we are consistently improving in this area.



Peter Ashworth
Chief Executive



Matt McIver
Head of Operations

Chief Executive: Peter Ashworth

enquiries@cidari.co.uk | www.cidarieducation.co.uk
Clayton House, Walker Park, Blackburn, BB1 2QE

