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**CST Gender Pay Gap Summary  
For Year ending 31 March 2018**

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## 1. Summary

This report provides a summary of the gender pay gap reporting requirements, as well as a considered analysis and explanation of the data and findings for Cathedral Schools Trust (CST).

## 2. Background

Cathedral Schools Trust was established in February 2016 to include Bristol Cathedral Choir School (an academy since 2008) and Cathedral Primary School (a free school that opened in 2013). Headley Park Primary School and Victoria Park Primary School joined the trust in August 2017 and St Katherine's School joined in January 2019. A brief overview of the schools currently in CST is below:

School	Phase	Type	Number on roll	Location
Bristol Cathedral Choir School	Secondary	Academy (C of E designation)	1,069 currently, rising to 1,150 by 2021	College Square, Bristol BS1 5TS
Cathedral Primary School	Primary	Free school (Christian ethos)	302 currently, rising to 420 by 2020	College Square, Bristol BS1 5TS
Victoria Park Primary School	Primary	Academy	417	14 Atlas Rd, Bristol BS3 4QS
Headley Park Primary School	Primary	Academy	419	Headley Lane, Headley Park, Bristol BS13 7QB
St Katherine's School	Secondary	Academy	836	Pill Road, Pill, Bristol BS20 0HU

CST is required by law to carry out gender pay gap reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. As an employer with over 250 employees, CST are required to publish statutory pay gap calculations every year.

The following pay gap information is required:

- Gender pay gap (mean and median averages)
- Gender bonus gap (mean and median averages)
- Proportion of men and women receiving bonuses
- Proportion of men and women in each quartile of the organisation's pay structure

This data is presented to the CST Executive Team and Board of Trustees annually to ensure any concerns are reviewed and appropriate actions put in place to address them, where necessary.

### 3. Gender Pay Data

<b>WHOLE TRUST</b>	<b><u>Value (2018)</u></b>
Mean Pay Gap	34.0%
Median Pay Gap	42.5%
Mean Bonus Gap	76.9%
Median Bonus Gap	76.9%
Proportion of males and females receiving a bonus payment	2.6% of males and 0.8% of females
Proportion of males and females in each Quartile Pay Band	
- Lower Quartile	7.3% male; 92.7% female
- Lower Middle Quartile	12.3% male; 87.7% female
- Upper Middle Quartile	33.3% male; 66.7% female
- Upper Quartile	40.7% male; 59.3% female

<b>TEACHERS</b>	
Mean Pay Gap	13.5%
Median Pay Gap	7.0%
Proportion of males and females receiving a bonus payment	3.9% of males and 1.2% of females
Proportion of males and females in each Quartile Pay Band	
- Lower Quartile	33% male    67% female
- Lower Middle Quartile	36% male    64% female
- Upper Middle Quartile	33% male    67% female
- Upper Quartile	56% male    44% female

<b>SUPPORT STAFF</b>	
Mean Pay Gap	20.0%
Median Pay Gap	14.7%
Proportion of males and females receiving a bonus payment	0% of Males and 0.6% of Females
Proportion of males and females in each Quartile Pay Band	
- Lower Quartile	6% male    94% female
- Lower Middle Quartile	12% male    88% female
- Upper Middle Quartile	12% male    88% female
- Upper Quartile	19% male    81% female

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## 4. Gender Pay Data Commentary

CST is committed to the promotion of equality, opportunity and choice for employees and supports the fair treatment of all staff irrespective of gender through our transparent recruitment process, Employment Handbook and professional development.

CST applies pay scales to all staff regardless of gender. Separate pay scales are in use for Teaching and Support staff which is the norm across the education sector. As a result, the Gender Pay Data has been presented both for the Trust as a whole and split by each of these employee groups. The current Gender Pay Gap reflects the workforce composition rather than pay inequalities.

When reviewing the data analysed separately for Teachers and Support staff, the proportion of males and females in each quartile is broadly consistent, although there is a higher proportion of females in the lower quartile of Support and a higher proportion of males in the upper quartile of Teaching.

CST is proud of its family friendly provisions such as part-time and term-time only working. The flexibility which these provisions offer attract individuals at all levels but the relative proportion of females to males is greatest in the lower quartile for Support staff as females may actively seek more flexible work as part of lifestyle choices.

In summary, the current Gender Pay Gap reflects the workforce composition rather than pay inequalities.

## 5. Identified actions to address the CST Gender Pay Gap

We have identified a number of measures in response to the findings presented in this Gender Pay Gap Report. These have been discussed by the CST HR Committee and will be reviewed annually, including their impact. Key measures include actions to:

- Ensure interview panels are diverse.
- Review the gender balance at all levels of governance across CST.
- Review and amend all HR forms and policies to ensure that they do not prejudice women.
- Establish a People Strategy group with a remit to consider and support:
  - ❖ Best practice in the representation of women in Senior Leadership and adoption of appropriate and effective measures, including mentoring and career development pathways
  - ❖ Collaboration with other educational providers to provide development for Senior Leadership, for example Emerging Leadership programmes
  - ❖ Ongoing review of our attraction as an Employer of Choice using forums and regular consultation with staff and adapting practice following informed feedback