

DAYSPRING TRUST

GENDER PAY GAP REPORT 2017

Dayspring Trust as an employer is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, to demonstrate how large the pay gap is between our male and female employees.

We publish these results on our own website by 31 March each year.

We use these results to assess:

- the level of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded

The overall gender pay gap is defined as the difference between the mean (average) or median (actual midpoint) hourly rate of pay of male and female employees.

The results of these statutory calculations are:

1. Mean Gender Pay Gap

The difference between the mean hourly rate of pay that male and female full pay relevant employees receive is 11%.

2. Median Gender Pay Gap

The difference between the median hourly rate of pay that male and female full pay relevant employees receive is 21%.

3. Mean and Median Bonus Gap

Dayspring Trust does not pay bonuses to its employees.

4. The Proportion of males and females in each Quartile Pay Band

As displayed in the following table, Dayspring Trust has a higher proportion of women in all quartiles with the total number of female staff being 208 compared to a total of 76 male staff.

Gender	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Female	76%	77%	68%	72%
Male	24%	23%	32%	28%

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Supporting Statement

Dayspring Trust is committed to the promotion of equality of opportunity and choice for employees and supports the fair treatment of all staff irrespective of gender through our transparent recruitment processes, appraisal and pay policy and professional development. All our posts are aligned to nationally agreed pay scales, the School Teachers Pay and Conditions document which is reviewed on an annual basis and the use of pay scales set by the NJC (National Joint Council for Local Government Services). Our male and female staff are paid within the same pay band for the same job role and move through their pay scale on an annual basis. For support staff this is automatic and for teaching staff this is based on performance in role, meaning that earnings are not based on gender.

The Gender Pay Gap is a high level, non-adjusted indicator of male and female earnings which is affected by workforce distribution and workforce make-up. In all of our quartiles we have a higher proportion of women than men and this is due to the high proportion of women within the workforce generally. Although we have a majority of women in lower pay grades, we also have a number of females in the leadership pay grades.

The majority of staff within the lower pay quartiles is predominantly female therefore the gap between the 'average' female hourly rate of pay and the 'average' male hourly rate of pay is significantly affected.

The overall pay gap reflects workforce composition rather than pay inequalities.

Declaration

I confirm that the above information has been prepared from our payroll data on the snapshot date and fairly represents the gender pay gap information for Dayspring Trust.

Signed:



Gill Booth

Executive Headteacher/Accounting Officer