



Diocese of Chelmsford Vine Schools Trust

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**Gender Pay Gap
Report 2021**



Forward

The Diocese of Chelmsford Vine Schools Trust is committed to promoting equality of opportunity and pay for all staff and job applicants, where rates are fair and applied to the role not the individual. We aim to create a supportive and inclusive working environment in which all individuals are able to make best use of their skills, free from discrimination or harassment, and in which all decisions are based on merit.

I confirm that our data has been calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Emma Wigmore

Chief Executive

Fast Facts

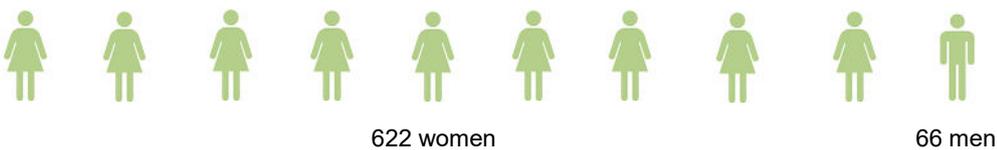
Vine Trust Board



Vine Headteachers



Vine Employees



Measuring the Gender Pay Gap

The gender pay gap shows the difference in average pay between women and men at the snapshot date of 31st March. It does not measure equal pay, which relates to what women and men are paid for the same or similar jobs or work of equal value.

Under UK Government regulation organisations with more than 250 employees need to report their gender pay gap. The reporting requirement and the calculations to be used are reported in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The gap is reported by using two main calculations - the difference in the mean hourly rate of pay (difference between the average hourly rate of pay of male full pay relevant employees and that of female full pay relevant employees) and the median hourly rate of pay (difference between the median hourly rate of pay of male full pay relevant employees and that of female full pay relevant employees).

The mean gives an overall indication of the gender pay gap, comparing the average hourly pay of male and female employees in our organisation.

The median is the exact mid-point of the range of hourly pay.

The range is the organisation's pay dispersion or the difference between the lowest hourly rate of pay and the highest.

The hourly rates are also separated into four quartiles, to give the proportion of male and female employees and their distribution throughout the organisation.

Working with both the public sector and specifically primary schools, it is common for a high proportion of the workforce to be female. This is a reflection of the national situation. The Vine has a **90.4% female workforce and 9.6% male**. The staffing within the Vine has mainly joined via TUPE processes.

Statutory Disclosures

Mean Gender Pay Gap

17.4%

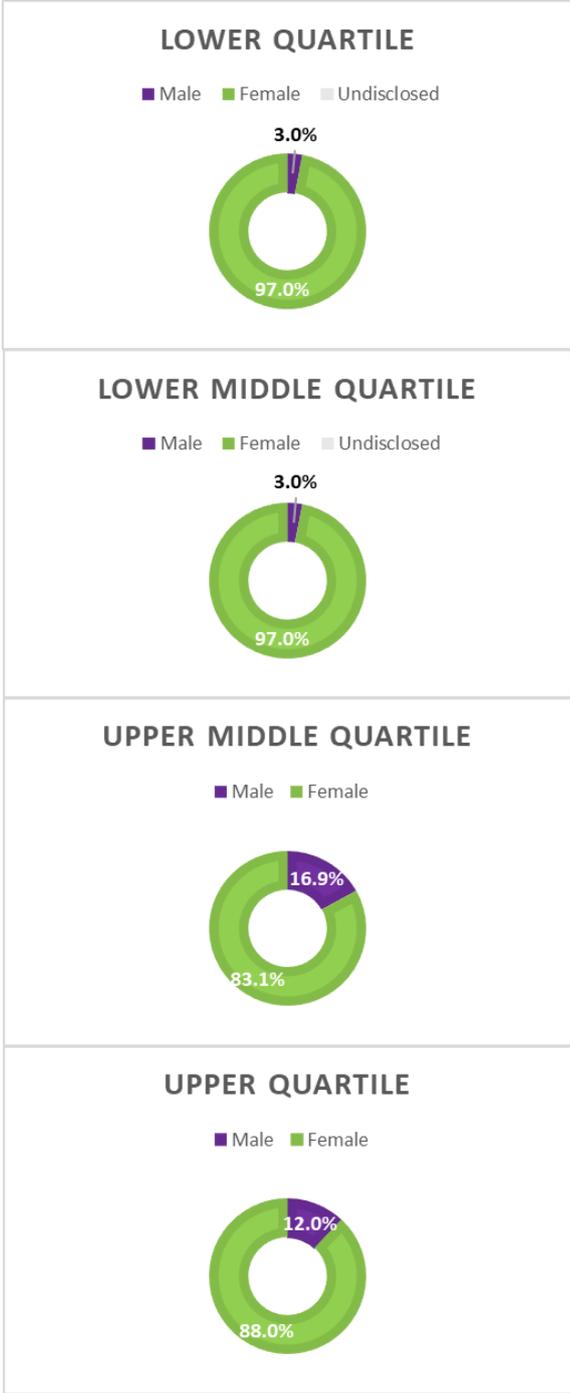
Median Gender Pay Gap

39.5%

Mean and Median Bonus Pay Gap

The Vine does not pay bonuses
 Bonus calculations are not applicable

Percentage of employees in each quartile



Understanding our pay gap

Calculations for 2021 are based on 688 qualifying employees on the snapshot date of 31st March 2021.

The Mean and Median calculations in the Vine display a gap in gender pay between men and women. The gap in Mean gender pay has been consistently lower than the education sector average.

The Vine Gender Pay Gap has reduced from 23.9% in 2020 to 17.4% in 2021.

Women make up a large proportion of the workforce. This is typical of the primary sector where a high proportion of female employees, particularly in lower paid roles, tends to result in a higher gender pay gap when compared to the national average. This disparity does not represent any implicit unequal process in pay setting and/or mechanisms for career progression between men and women rather the composition of the workforce.

The Vine 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, pay policy and professional development.

Performance management processes and rates of pay are defined in the Vine by agreed arrangements between the government and professional union bodies, pay scales are aligned to national agreements. By adhering to such systems, we are confident that we eliminate internal pay inequality.

Contact Us:

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