



Gender Pay Gap Report

2023 - 2024



**I am the vine; you are the branches.
If you remain in me and I in you, you
will bear much fruit**

JOHN 15:5



Gender Pay Gap Report

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.

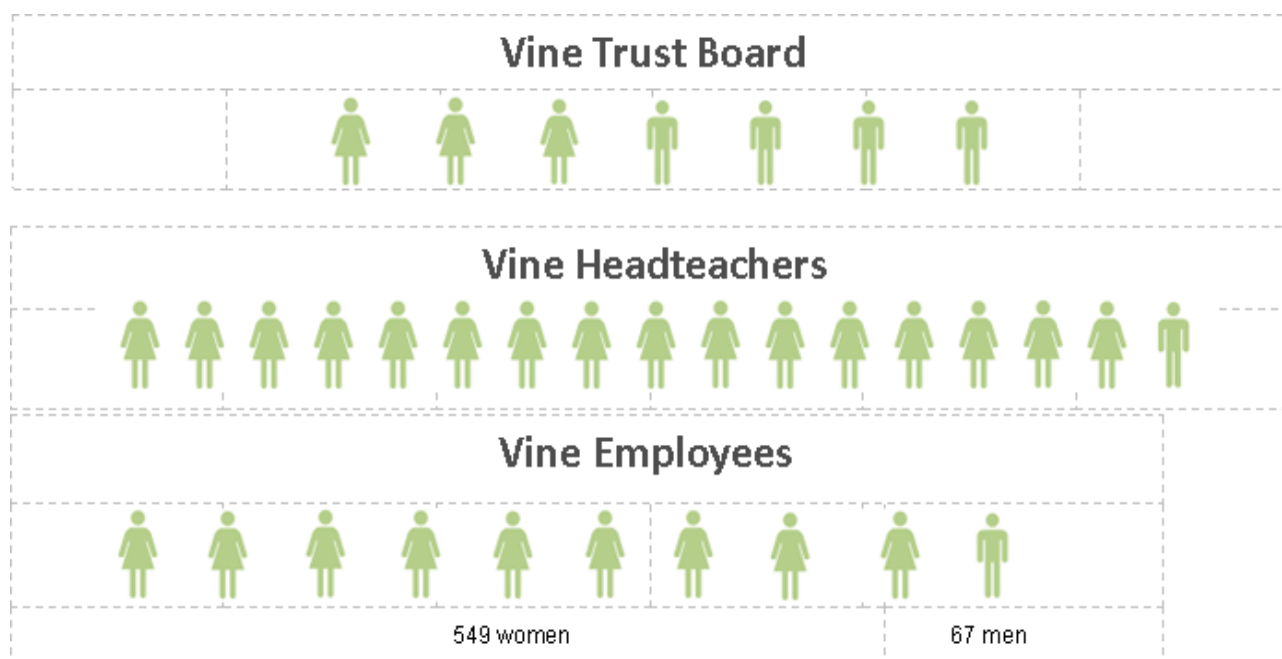
We aim to create a supportive and inclusive working environment in which all individuals are able to make best use of their skills, free from discrimination or harassment, and in which all decisions are based on merit.

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



Measuring the Gender Gap Report

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. Vine Schools Trust has a 89.30% female workforce and 10.70% male. The staffing within the Vine has mainly joined via TUPE processes.

Statutory Disclosures

Mean Gender Pay Gap

12.20%

Median Gender Pay Gap

26.7%

Mean and Median Bonus Pay Gap

The Vine does not pay bonuses
Bonus calculations are not applicable

Percentage of employees in each quartile

LOWER QUARTILE

Male Female Undisclosed



LOWER MIDDLE QUARTILE

Male Female Undisclosed



UPPER MIDDLE QUARTILE

Male Female



UPPER QUARTILE

Male Female



Understanding Our Pay Gap

Calculations for 2023 are based on 635 qualifying employees on the snapshot date of 31st March 2023.

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 13.84% in 2022 to 12.20% in 2023. This shows significant year on year reductions.

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.

Vine Schools 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, 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.

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