

Gender Pay Gap Report 2017

Established in 2014, St Chad's Academies Trust is the Lichfield Diocesan Multi Academy Trust operating within one of the largest Dioceses in the country. The Trust is diverse and collaborative in its approach, operating within Sandwell, Stoke on Trent, Walsall, Wolverhampton, Telford & Wrekin, Stafford and Shropshire.

Our Trust succeeds and prides itself on true collaboration, sharing good practice and academy to academy support rooted in our distinctively Christian foundations; spiritually, morally, socially, culturally and academically. The Trust works effortlessly with the 12 primary-only academies within the Multi Academy Trust and continues to grow organically.

The Trust's Gender Pay Gap Report is based on 'snapshot' data taken on the 31st March 2017 to include all academy employees; teaching and support. Whilst a gap is shown, this is relatively in line with the education sector as a whole.

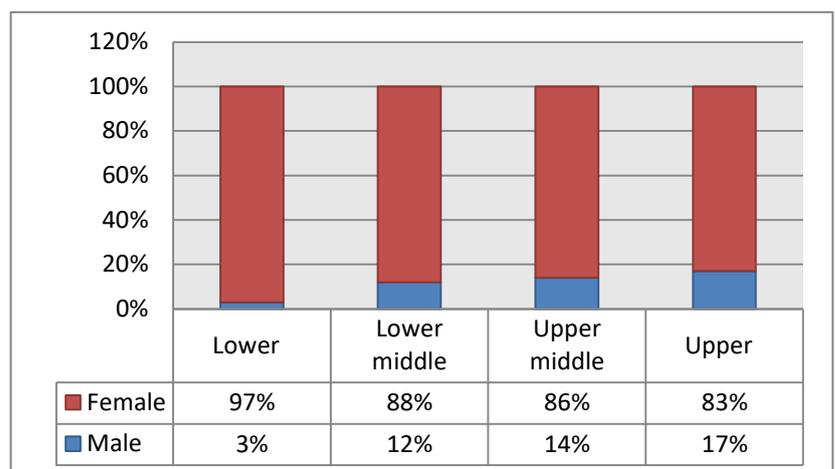
Mean Gender Pay Gap	18%
Median Gender Pay Gap	21%

The Trust is comfortable that all employees are paid equally for doing equivalent jobs across the Trust and the gap is related to employees carrying out different roles. All employees receive pay in line with national pay scales and in line with agreed national T&Cs of employment.

Understanding the gap

Female employees make up 85% of our workforce and represent 80% of the top ten paid employees in the upper quartile. The Trust's workforce is significantly made up of female employees, carrying out duties which are predominantly undertaken by women.

Female employees are represented well across all quartiles.



Through the use of the apprenticeship levy, academy to academy support, opportunities to access continual personal development and the data illustrated in our reporting, the Trust will monitor positions across all quartiles to enhance the Trust's vision for succession planning and enhancement of its workforce; recruiting, retaining, sustaining and future proofing the Trust's mission.

Sue Wedgwood, Trust CEO