

Gender Pay Reporting Statement 2020

On 6 April 2017 the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 came into force. These regulations make it compulsory for organisations with 250 or more workers to publish information on an annual basis about the pay of their male and female staff. One of the key aims of this legislation is to introduce greater levels of pay transparency.

Under the regulations, the information that must be published includes the average overall pay and the median overall pay for men and women throughout the organisation, divided into four quartile pay bands, each of which must contain the same number of employees. The proportions of men and women in each quartile of the employer's pay distribution must also be stated. This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing the data of individual employees.

There is also a requirement to upload the information to a Government website where the information will be listed according sector.

The snapshot date which determines whether or not an employer meets the threshold of 250 workers, and which is also the date on which gender pay gap date must be recorded, is 5 April each year. Employers who are in scope are under a duty to publish their gender pay gap information within 12 months of the snapshot date each year although due to the Covid 19 pandemic the reporting requirements for 2019 were removed and for 2020 the deadline was extended.

The following results, in line with mandatory requirements, have been calculated for Chetham's (Hospital, School of Music and Library) as at 5 April 2020. The results for 2018 are also shown.

GENDER PAY STATISTICS		
	2020	2018
Mean gender pay gap	25%	19%
Median gender pay gap	52%	41%
Mean bonus pay gap	0%	0%
Median bonus pay gap	0%	0%
Proportion male receiving bonus	0%	0%
Proportion female receiving bonus	0%	0%

QUARTILE PAY BANDS (2018 figures in brackets)	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male	24% (36%)	33% (39%)	41% (43%)	62% (64%)

Female	76% (64%)	67% (61%)	59% (57%)	38% (36%)
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We can use these results to assess:

- the levels 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 challenge in our organisation and across Great Britain is to eliminate any gender pay gap.

Statement

We confirm that Chetham's is committed to the principle of gender pay equality and has prepared its 2020 gender pay gap results in line with mandatory requirements.

Nicola Smith
Joint Principal

Tom Redmond
Joint Principal