



March 2020

Due to the Coronavirus outbreak, St Chad's Academies Trust has not yet published its 2019 Gender Pay Gap report, in line with the following guidance received from the Government Equalities Office (GEO) and the Equality and Humans Rights Commission (EHRC) detailed in the following link <https://www.gov.uk/government/news/employers-do-not-have-to-report-gender-pay-gaps>

St Chad's Academies Trust holds all relevant data and is preparing to produce their 2019 report, concurrently with their obligation to report for the 2020 period.

In the absence of a report for 2019, St Chad's has continued to take actions to reduce and manage differentials within our workforce, including but not limited to managing and supporting our workforce during these unprecedented times, where demonstrating a flexible, adaptable approach to support all colleagues is a high priority in managing employee-employer relations; considering remote working, child care needs, home teaching and mental health and well-being.

Whilst all efforts have been directed to support our children's learning over three lockdowns and partial opening, we have continued to develop learning opportunities through our strategic partnership with Optimus Education, leading to a CPD portal accessible for all employees. Further developed opportunities and partnerships with our Apprenticeship levy providers to create landing pages, free distance learning for our employees and volunteers, as well as fully promoting the opportunities through the utilisation of the levy for new and existing colleagues.

All colleagues and academy communities benefit from a strong ethos of support, collaboration and system leadership embedded in our Communities of Practice (academies working collaboratively within localities) and Trust wide; we are one family embedding and developing our strategies to continually support our mission, 'Children First'.