

**Community Academies  
Trust**

**Gender Pay Gap Report**

**March 2019**



**Education is for improving lives and for leaving your community and world better than you found it.**

## 1. What is gender pay gap reporting?

From 2017 onwards, any UK organisation employing 250 or more employees has to publicly report on its gender pay gap in six different ways: the mean and median gender pay gaps; the mean and median gender bonus gaps; the proportion of men and women who received bonuses, and the number of men and women according to quartile pay bands.

The gender pay gap shows the difference in the average earnings between all men and women in an organisation. The mean gender pay gap is the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

The median gender pay gap is the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees. Gender pay gap reporting does not mean that organisations have to report on equal pay. Equal pay is about differences in the actual earnings of men and women doing equal work. Community Academies Trust is an equal pay employer, subject to the requirements of TUPE transfers.

## 2. Our gender pay gap data

We collected our data on 31 March 2019, when our workforce consisted of 1,120 roles, of which 82% were undertaken by women and 18% by men. Our figures show that the trust has a mean gender pay gap of 24.3% and a median gender pay gap of 43.8%. The provisional UK median gap at 31 March 2019 for all employees, which is reported by the Office of National Statistics<sup>1</sup>, is 17.3 %, and the education sector provisional gap is reported as being 25.4%.

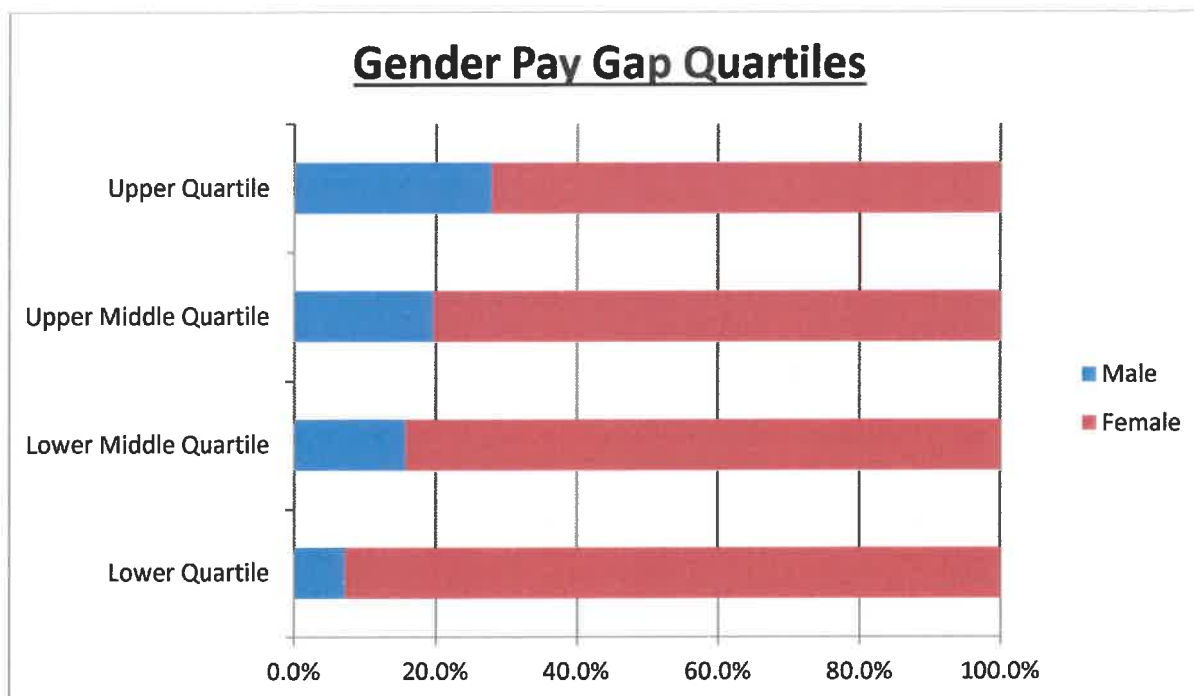
### Difference in mean and median hourly rate of pay

	Median Pay Gap	Mean Pay Gap
Across the trust	43.8% lower for women	24.3% lower for women

### Proportion of males (M) and females (F) when divided into 4 groups ordered from lowest to highest pay

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Across the trust	92.9% F 7.1% M	84.3% F 15.7% M	80.4% F 19.6% M	72.1% F 27.9% M

<sup>1</sup> Annual gender pay gap estimates for UK employees by age, occupation, industry, full-time and part-time, region and other geographies, and public and private sector. Compiled from the Annual Survey of Hours and Earnings.



No bonuses were paid to employees during this reporting period.

The trust uses pay scales for all teachers that are aligned to the School Teachers Pay and Conditions document, which is reviewed on an annual basis. For support staff we use pay scales set by the National Joint Council (NJC) for Local Government Services. Our teachers move through the pay scales for their grades based on performance in their role meaning earnings are based on performance outcomes irrespective of gender. Our support staff move through the pay scales for their grade automatically on an annual basis.

#### Breakdown of gender pay gap

We have further analysed our data further and looked at the figures for Leadership, Teachers and Support staff. This reporting is not required by the legislation, but we feel it offers insight into our pay profile.

	Median Pay Gap	Mean Pay Gap
Leadership	13.7%	15.6%
Teachers	0%	3.9%
Support	7.8%	6.4%

The pay gap reduces significantly when split into the groups with the same pay and grading system, with Teachers having a no median pay gap.

Within leadership the median pay gap is shown to be at 14%. Leadership pay is based on a much smaller sample size of staff, representing only 3% of contracts. Therefore individual positions have a greater influence on the pay gap.

### 3. Gender pay gap narrative

In common with the education sector as a whole, our trust workforce is predominately female, noting that the reason for pay differentials are almost entirely due to types of occupation, as the majority of our female workforce are in lower salaries roles. We also recognise that there are proportionally more men than women in leadership roles. Given that 82% of our workforce is female, it is also the case that females outnumber males at every level in our trust. The fact that there are greater proportions of men in the upper pay quartiles compared with lower quartiles, and a greater proportion of women in the lower pay quartiles compared with the upper quartiles, has an impact on our gender pay gap.

Overall the trust has an 82% female and an 18% male workforce. The percentage of female employees is higher at the lower grades of the trust, with percentages of men increasing at higher grades. Within the lowest quartiles of our pay grades, we have a 93% female/7% male mix. As we move to the highest quartile, this mix moves to 72% female/28% male.

Having a predominantly female workforce means that even small fluctuations in the male workforce can have a significant impact on our gender pay gap.

### 4. Taking Action

Whilst we understand that these issues are faced by all organisations and in particular the education sector, the trust recognises its responsibility to reduce the gender pay gap and is committed to;

- Ensuring we have effective gender monitoring in place.
- Exploring how we can attract more men into our trust to create a more even gender balance, given that we have more women than men at every level of our organisation, including leadership roles.
- Encouraging males to apply for support roles, and ensure they are not discouraged in their applications.
- As an equal opportunities employer, continue to appoint the best candidate into the role, regardless of their gender or other factors covered by the Equality Act.
- Ensuring all job roles are advertised to eliminate any potential for gender bias, apart from those roles with a genuine reason for requiring a particular gender.
- Continuing to provide opportunities for female employees to progress through grades.
- We will continue to actively encourage flexible working across our trust, in every role, at every level, to ensure that our people have the opportunity to work in a way that works best for their career aspirations and home life.



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Community Academies Trust