

Gender pay gap report



SNAPSHOT DATE: 31 MARCH 2022

Difference in mean and median hourly rates of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference male to female	14%	16%

Difference in mean and median bonus pay

	Difference in the mean bonus pay	Difference in the median bonus pay
Pay gap. % difference male to female	N/A	N/A

Proportion of male and female employees who were paid bonus pay


	PROPORTION RECEIVING A BONUS
Male employees (% paid a bonus compared to all male employees)	N/A
Female employees (% paid a bonus compared to all female employees)	N/A

Proportion of male and female employees according to quartile pay bands

	QUARTILE 1 (LOWER)	QUARTILE 2. (LOWER MIDDLE)	QUARTILE 3 (UPPER MIDDLE)	QUARTILE 4 (UPPER)
Male (% males to all employees in each quartile)	8 (18)	5 (5)	22 (2)	33 (1)
Female (% females to all employees in each quartile)	92 (210)	95 (103)	78 (7)	67 (2)

SUPPORTING STATEMENT

I can confirm that the information published here is accurate.

Signature: ...  Date: ...29/03/2022.....

Status/position: ...Chief Finance and Operations Officer.....

OPTIONAL SUPPORTING NARRATIVE

The Trust as a Primary Academies Trust employs more women than men. This is part of a wider context where Primary education seems to attract more females into teaching and support roles than men. The Trust have maintained the pay scales from the borough in which their schools transitioned from and all employees are treated fairly and in line with STPCD. Pay increments are based on the context of rising up through the scales in accordance with performance management.

As a primary academy trust we are aware that the majority of our teaching staff are female who are paid higher than our male employees who are mainly employed in a supporting role. We are actively seeking to recruit more male teachers to address the balance but are working against the backdrop of a recruitment crisis in education. We also ensure that our job roles are evaluated to ensure fair pay in each role and advertise each job with no gender bias.

The figures need to be recognised in the context of the schools. Certain roles such as Teaching Assistants and Midday Meals Supervisors are predominantly women. We have equality when recruiting but these roles tend to attract all female fields due to the nature of the working hours. It also needs to be noted that our highest paid member of staff (CEO) is a male, however there has been a shift this year with only one member of the Trust Leadership Team being male, and the remaining two roles filled by females.