

Gender pay gap report 2018



Introduction

Great Academies Education Trust is a multi-academy trust comprising of three secondary academies and one primary academy, crossing the Local Authority boundaries of Tameside and Rochdale.



From 2017 onwards, any UK organisation employing 250 or more employees is required to publicly report on its gender pay gap in line with the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 with reference to six specific metrics. The gender pay gap shows the difference in the average earnings between all men and women in an organisation. This is our second gender pay gap report, for which we collected our data on 31st March 2018.

Our gender pay gap

A gender pay gap can result from many different factors. Whilst the Trust is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work, it is committed to doing everything that it can to reduce the gap. Under the regulations, there are two ways to measure the gap:

1. Mean gender pay gap in hourly pay – 14%

The mean gender pay gap is the difference between the average hourly rate of pay for women, compared to the average hourly rate of pay for men.

2. Median gender pay gap in hourly pay – 24%

The median represents the middle point of a population. If you lined up all of the women at a company and all of the men, the median pay gap is the difference between the hourly rate of pay for the middle woman compared to the hourly rate of pay for the middle man.

Using quartiles to show where men and women sit in the pay hierarchy

Each employee's hourly pay is ordered from lowest to highest, then divided into four equal groups, called quartiles. The first group, the upper quartile, includes the highest 25% of earners and the last group, the lower quartile, includes the lowest 25% of earners.

Proportion of males and females in each pay quartile:		
Upper quartile	33% Male	67% Female
Upper middle quartile	29% Male	71% Female
Lower middle quartile	20% Male	80% Female
Lower quartile	14% Male	86% Female

Bonus payments

The regulations state that employers must publish a gender breakdown of bonus payments received in the past 12 months. No bonus payments were made.

Commitment to close the gap

Great Academies Education Trust is committed to the principle of equal opportunities and equal treatment for all employees and as stated in our previous report we:

- Use clear pay scales which are currently aligned to the School Teachers' Pay and Conditions Document (for teaching staff) and the National Joint Council for Local Government Services pay scales (for non-teaching staff). The most senior managers are paid according to market rates
- Adopt clear policies and procedures in respect of pay progression for all staff, which include monitoring and review mechanisms
- Utilise an agreed job evaluation scheme.

The gender pay gap stems from the higher proportion of females who were in cleaning, catering and other non-teaching/support roles in the lower and middle lower pay quartiles in March 2018.

As detailed in the 2017 gender pay gap report, our commitment moving forward is to explore any training and support required to enable female staff to progress to better paid support roles. Since reporting our gender pay gap for 2017, we have offered staff development opportunities in line with the Trust's commitment to exploring Apprenticeships as a way to close skill gaps in

the organisation and develop staff in non-teaching and support roles. It is our intention to build upon the work already undertaken over the forthcoming years.

We are committed to building diverse and inclusive workplaces that give equal opportunities to all employees. The production of this gender pay report will help us to monitor pay and career progression among employees to ensure that all employees, irrespective of gender, are supported to reach their full potential. We will report on our progress in reducing the gender pay gap over time in future reports.

I, Allison Crompton CBE, Chief Executive Officer, confirm that the information in this statement is accurate.

Signed:

Date: