

# Gender pay gap report 2019



## Introduction

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



From 2017 onwards, UK organisations employing 250 or more employees are required to publicly report on the 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 the third gender pay gap report, based on snapshot data as at 31<sup>st</sup> March 2019.

## **The gender pay gap**

The Trust is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work, as it has adopted national pay and conditions of service for both Teachers and Support Staff. The majority of support staff posts have also been graded as part of Job Evaluation Schemes. Under the regulations, there are two ways to measure the gap:

### **1. Mean gender pay gap in hourly pay – 17%**

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 – 32%**

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.

**The table below shows the mean and median pay gap figures from the previous two years:**

<b>Year</b>	<b>Mean Hourly Pay Gap</b>	<b>Median Hourly Pay Gap</b>
<b>2018</b>	<b>14%</b>	<b>24%</b>
<b>2017</b>	<b>16%</b>	<b>22%</b>

## **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	31% Male	69% Female
Upper middle quartile	33% Male	67% Female
Lower middle quartile	21% Male	79% Female
Lower quartile	9% Male	91% 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 within the Trust during this period.

## **Commitment to close the gap**

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

- Use clear pay scales which are 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).
- Adopt clear policies and procedures in respect of pay progression for all staff, which include monitoring and review mechanisms.
- Apply an agreed job evaluation scheme where appropriate

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 2019. The proportion of females in the lower pay quartile has increased since the last Gender Pay Gap calculations in March 2018. (91% female compared to 86% the previous year).

As detailed in the 2018 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 where this is appropriate and meets the needs of the Organisation. Since reporting the gender pay gap for 2018, we have continued to offer 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.

Academies within the Trust support requests for flexible working where feasible, taking account of the needs of the organisation and the work/life balance aspirations of the workforce. There are several senior female staff working on a flexible basis within the Trust.

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, Brendan Loughran, Chief Executive Officer, confirm that the information in this statement is accurate.

Signed:

Date:





