

Gender pay gap report 2020



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.



Since 2017, UK organisations employing 250 or more employees have been 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 31st March 2020. (Reporting was delayed due to the Pandemic).

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 – 20.65%

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 – 46.72%

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	31% Male	69% Female
Upper middle quartile	37% Male	63% Female

Lower middle quartile	18% Male	82% Female
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Lower quartile	16% Male	84% Female
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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 2020. This is a consistent pattern across Education establishments due in part to term time working patterns and parents seeking jobs which fit around child care responsibilities.

As detailed in previous gender pay gap reports, 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. We have continued to consider 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 in future 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 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.