

## **Gender pay gap reporting statement March 2020**

The Consortium Academy Trust is required to publish a gender pay gap statement on their website, which includes specific information about how both males and females are paid within the Multi Academy Trust, under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 and The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This report provides clarity to the Trust's community and beyond about how we are reducing gaps in pay.

We will continue to monitor the gender pay gap information contained within this report, and will extend it further to incorporate all aspects of equality in the workplace.

The Consortium Academy Trust is committed to ensuring that we act fairly, ethically and equitably in all that we do and that this is reflected in our Policies and Procedures.

## Employee overview

Our gender pay gap information is based on the total number of male and female full-pay employees. This is as follows:

| Gender | Total number of full-pay employees |
|--------|------------------------------------|
| Male   | <u>211</u>                         |
| Female | <u>526</u>                         |

## Mean and median information

The table below shows the difference in hourly and bonus pay between our male and female full-pay employees.

|  | Mean gender pay gap in hourly pay (+/-) | Median gender pay gap in hourly pay (+/-) | Difference in mean bonus pay (+/-) | Difference in median bonus pay (+/-) |
|--|---|---|------------------------------------|--------------------------------------|
| Difference in pay for female employees | <u>16%</u>                              | <u>35%</u>                                | <u>0</u>                           | <u>0</u>                             |

## Proportion of employees receiving bonuses

The table below shows the total number of male and female employees receiving bonuses, alongside the percentage as a total of either female or male employees.

| Gender | Total number of employees receiving bonuses | Proportion of employees receiving bonuses |
|--------|---|---|
| Male   | <u>1</u>                                    | <u>100%</u>                               |
| Female | <u>0</u>                                    | <u>0%</u>                                 |

## Quartile information

The table below shows the number of male and female employees in each quartile pay band, alongside the percentage of male and female employees comprising each quartile.

|                       |        | Number of employees in each quartile pay band | Proportion of employees in each quartile pay band |
|-----------------------|--------|---|---|
| Upper quartile        | Male   | <u>81</u>                                     | <u>44%</u>  |
|                       | Female | <u>103</u>                                    | <u>56%</u>  |
| Upper middle quartile | Male   | <u>67</u>                                     | <u>36%</u>  |
|                       | Female | <u>117</u>                                    | <u>64%</u>  |
| Lower middle quartile | Male   | <u>42</u>                                     | <u>23%</u>  |
|                       | Female | <u>143</u>                                    | <u>77%</u>  |
| Lower quartile        | Male   | <u>21</u>                                     | <u>11%</u>  |
|                       | Female | <u>163</u>                                    | <u>89%</u>  |

## How do we use this gender pay gap information?

The Consortium Academy Trust uses this information to highlight the difference between men and women's earnings. This is a valuable tool for assessing levels of equality in the workplace, the proportion of men and women in the workplace and how effectively they are being utilized. We use this information to address and review a broad range of our Human Resources Policies and Procedures, for example:

- Pay
- Recruitment and Selection
- Induction and Appraisal systems

- Equality and Inclusion
- Flexible Working
- Family Friendly Policies
- Professional Development and Talent Management

This data provides us with relevant evidence to ensure that, where any gender pay gaps occur, action can be taken to reduce or address this.

### **Why does our school have a gender pay gap?**

The Consortium Academy Trust employs over 700 staff, of those 71 % are female and 29 % are male. Our workforce data shows that we employ more females than males in every quartile. Our range of roles within the Trust is very diverse, we employ staff in a large number of different roles with different salaries across the Trust. Our lowest paid workers are in non-teaching roles in areas such as: cleaning, administrative roles and learning support roles; the majority of these roles are occupied by female colleagues. Male dominated roles in the lower quartile tend to be smaller departments, which include ICT and facilities staff.

A comparison of 2019 to 2020 data shows that the percentage of females has increased in the following quartiles: 'Lower Middle' (72.1 % to 77 %), and 'Upper Quartile' (55.5% to 56%), whilst the percentage of males has increased in the 'Lower' (10.1% to 11%) and the 'Upper Middle' (31% to 36%). Interestingly, although there is a high percentage of female senior leaders within the Trust (56%), this figure is affected by the high percentage of female employees in the 'Lower Quartile' (89%).

TCAT employs a large proportion of females in senior roles within the Trust, showing a slightly higher proportion in the Upper Quartile than men. It can also be seen that the bonus data shows a disproportionate bias towards males, however there is only one postholder in the Trust who is eligible for a 'Performance Related Payment' therefore whichever gender the postholder was would show 100% gap. We attribute this to ensuring that both women and men have equal access to career opportunities within the Trust. It can be seen through evaluation of recruitment that there is an equal proportion of men and women applying for promotional posts in the same composition numbers at a lower salary.

There does appear to be some bias externally which could see the causes of gender pay gaps originate from outside of the workplace, such as stereotypical representations of men and women; ICT for example appears to attract a higher proportion of men than women.

More women than men work part-time, because most caring responsibilities are still taken on by women. TCAT offers flexible working wherever possible. We also support our part time employees with appropriate training and promotional opportunities to progress, ensuring we retain our talented, well qualified and experienced women and men.

### **How is our Trust working to reduce the gender pay gap?**

The Consortium Academy Trust ensures equal pay between male and female employees who carry out the same jobs, at equal value, by ensuring pay bands that are agreed nationally.

The Trust has effective recruitment processes in place to ensure that the best talent is secured, regardless of gender or other protected characteristics. Appropriate training is undertaken by managers who are involved in recruitment and promotion of staff to ensure consistency, fairness and non-discriminatory processes are followed. Ongoing reviews of starting salaries, pay progression and pay bandings are assessed based on clear appraisal procedures for all staff. Further analysis of performance management success by grade and job will be undertaken to assess whether men and women are performing differently, or being assessed differently, which could ultimately affect progression, and could increase the gender pay gap.

Analysing leavers in more detail, such as exit interviews, will help to establish whether women or men leave the organisation at different levels in their careers, creating gender pay gaps. Asking for opinions on structural perceptions, for example: are part-time posts available at a more senior level in the organisation? Are there barriers being created for those talented employees within our organisation who feel they are unable to progress, due to opportunity not being offered for part time staff? Is there a perception that part time employees do not wish to seek promotional opportunities, and are we as an organisation ensuring that barriers are not there, by promoting our 'Family Friendly Policies' at all levels within the Trust?

Providing non-discriminatory careers advice to our learners, who will be our employees of the future, by breaking the stereotypical view of jobs and occupations for certain genders.

The Consortium Academy Trust will continue to take positive action to ensure that we remove any barriers or disadvantages due to gender for all staff, by raising awareness of Equality in our everyday activities.

### **Written statement**

I, Jane Simpson, Director of HR for The Consortium Academy Trust, confirm that the above data is factually correct.

A handwritten signature in black ink, appearing to read 'Jane Simpson', with a stylized initial 'J' and 'S'.

Signed:

Date: 23 November 2020