



THE CONSORTIUM
ACADEMY TRUST

Shaping Positive Futures

1.0 Gender pay gap reporting statement March 2021

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 and The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 came into effect on 31 March 2017. This legislation requires organisations that employ 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees. The Consortium Academy Trust (TCAT) employs over 250 people, and therefore the results of our calculations can be found below.

It is important to recognise that gender pay reporting is **not** the same as equal pay. Equal pay is ensuring equal pay for equal work; however gender pay reporting compares hourly rates of pay and any bonuses staff may receive by gender, seeking to expose any imbalance. It is a measure across all jobs in the UK, not of the difference in pay between men and women for doing the same job. The Office for National Statistics has stated that gender pay gap estimates for 2020 and 2021 are subject to more uncertainty than usual as a result of COVID-19 and the impact of furlough in some sectors.

2.0 Our gender pay gap information

These figures are calculated using the standard methodologies laid out in legislation.

2.1 Total employees - salary quartile bands (31 March 2021)

	Lower	Lower Middle	Upper Middle	Upper
Male proportion	18%	17%	28%	40%
Female proportion	82%	83%	72%	60%

2.2 Published mean and median information (31 March 2021)

	Male	Female	Gap	Percentage
Mean hourly rate	£24.11	£17.89	£6.22	25.79%
Median hourly rate	£25.07	£11.27	£13.80	55%

The mean hourly rate is the average hourly rate for all staff divided by the total number of staff in each gender grouping.

The median hourly rate is the man or woman who is in the middle of a list of ordered hourly pay.

2.3 Bonus information 31 March 2021)

	Male	Female	Gap	Percentage
Proportion receiving a bonus	Nil	Nil	N/A	N/A

3.0 Key Measures

- TCAT remains committed to ensuring fairness, inclusivity and the equal treatment of all employees regardless of protected characteristics. Therefore, it is important to understand how our gender pay gap data compares to national figures, and to be clear on the specific areas of focus for the Trust moving forwards.
- Based on the required reporting standards, this report includes the data of 1171 employees within TCAT. Our people are employed in a wide variety of roles ranging from non-teaching posts in areas such as cleaning, administration and learning support; teaching roles; and central services roles such as finance, HR and IT and the senior leadership team.

- In 2021, the ONS reported a mean gender pay gap among all employees of 15.4%, up from 14.9% in 2020, but still lower than 2019. The mean gender pay gap figure uses hourly pay of all employees to calculate the difference between the mean hourly pay of men, and the mean hourly pay of women. Mean averages are useful because they place the same value on every number they use, giving a good overall indication of the gender pay gap, but very high or low hourly pay can ‘dominate’ and distort the figure. The Trust’s mean gender pay gap is just over 10% higher than the national average at 25%.
- Our analysis has found that a key factor for the Trust’s overall (and reportable) mean gender pay gap is the level of female representation (over 80%) in the Lower and Lower Middle Quartiles and the hourly pay that these individuals are in receipt of. This has been a key element of the Trusts workforce data for some time and is likely to be linked to the availability of term-time only working and part-time working within the education sector in roles such as cleaning, catering and teaching assistants. To understand the Trust’s position more, each quartile was analysed independently and it showed that there is no mean gender pay gap in the Lower Quartile; females earn 2% more than men in the Lower Middle Quartile; men earn 8% more than females in the Upper Middle Quartile and 3.6% more in the Upper Quartile.
- Female representation in the Upper Middle Quartile has increased from 66% to 72% and from 54% to 60% in the Upper Quartile between 2020 and 2021 data. Due to the increased representation in the Upper Middle Quartile, further analysis was undertaken across staffing groups to establish the mean gender pay gap. The results are:
 - **Main scale teachers:** men earn 3.8% more than females
 - **Upper scale teachers:** men earn 5.6% more than females
 - **Unqualified teachers:** men earn 5.4% more than females
 - **Support staff:** females earn 23% more than men.
- The Trust’s median hourly pay gap is 55% i.e., for every £1 earned by a male, a female earned £0.45p. The median hourly pay gap is calculated using the difference between the hourly pay of the median man and the hourly pay of the median woman in the Trust. In practice this means that in a group of 101 females, the median hourly pay is calculated by using the salary of the 51st female, and in a

group of 101 males the 51st male's salary in that group – these figures are then compared to calculate the median hourly pay. It does not demonstrate that females are receiving unequal pay, but it does indicate the impact of a higher number of females being employed in roles that receive a salary in the lowest quartiles. To improve this figure, we would need to consider how to rebalance the gender split across the salary quartiles. The female gender profile in the two highest quartiles has increased by 6% over the last 12-months, with female representation in these groups reaching 72% and 60% by 31st March 2021. The median hourly pay gap in each quartile is as follows:

- Lower Quartile: Women earn £1 for every £1 earned by men.
 - Upper Lower Quartile: Men earn 98p for every £1 earned by a female.
 - Lower Upper Quartile: Women earn £1 for every £1 earned by men.
 - Upper Quartile: Women earn £1 for every £1 earned by men.
- We believe that this is evidence that career opportunities and leadership roles are open to females in TCAT and has led to the Trust figure for 2021 showing an improvement on 2020 data which stated that females earned £0.42p for every £1 earned by a male. However, we remain very aware that our median hourly pay does show a significant difference and so we will continue to work with female colleagues, and particularly those in the two lowest quartiles to understand how we can continue to offer opportunities to our people.

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. Activities will include:

- Continuing to monitor pay for all posts.
- Continuing to have balanced representation for activities such as recruitment and pay & reward.
- Advertising flexible working as standard on all job advertisements

Written statement

I, Lizann Lowson for The Consortium Academy Trust, confirm that the above data is factually correct.

Signed:



Date: 03 March 2022