



THE CONSORTIUM
ACADEMY TRUST

Shaping Positive Futures



The Consortium Academy Trust

Gender Pay Gap Report March 2022

Approved by:

Director of People

Last reviewed:

March 2023

Next review due:

February 2024

Gender pay gap reporting statement March 2022

The government requires us to submit and publish information regarding our gender pay gap on an annual basis, and the information is based on a snapshot date of 31 March each year. This involves carrying out a number of calculations that show the difference between the average earnings of men and women in our organisation. The snapshot date for this report is 31st March 2022

Key Findings 2022

Our gender pay gap is 27% mean and 56% median overall. This means, women earn 44p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 56% lower than men's. When comparing mean (average) hourly pay, women's mean hourly pay is 27% lower than men's.

Organisational Context

When assessing the gender pay information a key point to remember is the Trust workforce is split 74% female to 26% male. Our Gender pay gap information is based on the total number of male and female full-pay employees:

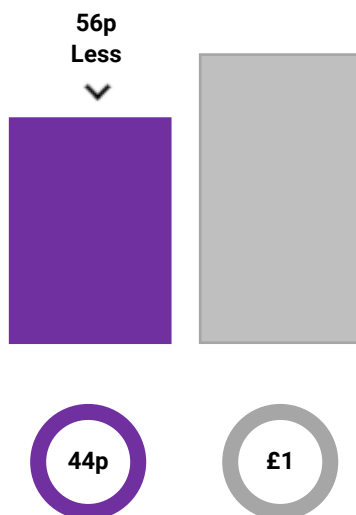
Gender	Total number of full-pay employees	Percentage
Male	256	26%
Female	707	74%
Total	963	100%

In education we have two key sets of terms and conditions: teaching and support staff. Teaching staff tend to have a full-time equivalent of 32.5 hours per week, whereas support staff tend to have a full-time equivalent of 37 hours per week. Teaching staff have higher salaries generally than support staff, and as we employ more support staff than teaching staff, this is reflected in our overall gender pay gap.

Hourly pay gap

When comparing mean (average) hourly pay, women earn 27% less than men which is £7.05 per hour less on average.

In this organisation, women earn 44p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 56% lower than men's.



When comparing mean (average) hourly pay, women's mean hourly pay is 27% lower than men's.

Mean and median information

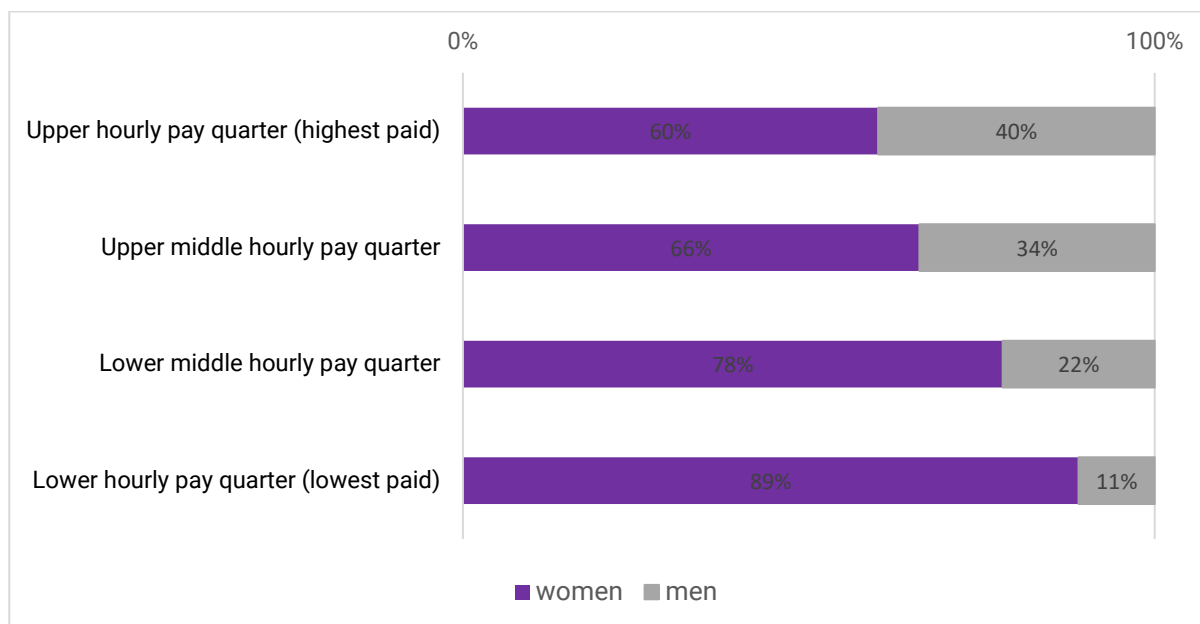
The table below illustrates the difference in hourly pay between our male and female full-pay relevant employees:

Difference in mean and median hourly rates of pay		
	Difference in Mean Hourly Pay	Difference in Median Hourly Pay
Pay gap % (+/-) difference	27%	56%

We are required to declare the total number of employees receiving bonuses alongside the proportion of male and female employees who were paid bonus pay. For this reporting period, zero colleagues received any bonus pay.

Quartile Information 2022

This is the information we submit nationally, which details our gender split against four quartiles:



The Percentage of men and women in each hourly pay quarter is shown in the table below:

	Upper	Upper Middle	Lower Middle	Lower
Number of male employees	97	81	52	26
% males to all employees in each quartile	40%	34%	22%	11%
Number of Female employees	144	160	189	214
% females to all employees in each quartile	60%	66%	78%	89%

As you can see, we employ more females than males in all quartiles. The highest percentage of males sit within the highest quartile and the highest percentage of females sit within the lowest quartile. Based on the Trust gender split (74% / 26%) women are underrepresented in the upper quartiles and overrepresented in the lower pay quartiles.

If we look at the ten highest earners across the trust, 40% are female, of the top twenty earners, 50% are female and 58% of the top fifty earners across the trust are female. If we look at our lowest earners, 89% of our lowest earners are female. The roles that are captured in the lowest quartile are support staff roles such as Cleaner, Catering Assistant, Administrator and Teaching Assistant. The majority of post holders in those roles are female.

A key factor in the gender pay gap is the significant difference in pay between teaching and support staff. If the two categories are split, the gender pay gap is reduced. In terms of salary scales, the lowest earning teachers are paid at a significantly higher level than the lowest earning support staff at £20.29, whereas for support staff the lowest pay point is currently £9.50, which is a difference of £10.79 per hour. Benchmarking is difficult in our sector as we directly employ our support staff occupying lower paid roles, whereas in some schools

and MATs such roles are outsourced and are therefore not included in the gender pay gap report.

Taking action

In 2021, The Local Government Association produced a report that identified the following tips to address the gender pay gap, most of which are incorporated into the actions captured within the Investing in People strand of our operational plan:

- gender-neutral language in adverts
- Include women in shortlisting and selection panels
- Offer coaching and mentoring, network programmes and sponsorship
- Transparent and fair performance management systems (including during maternity leave)
- Transparent and fair pay systems
- Support flexible working and challenge gender stereotyping
- Have an equality, diversity and inclusion action plan/programme
- Review leadership development programmes alongside induction and training opportunities
- Consider how family friendly policies can be maximised

Summary

In conclusion, the trust employs more females than males in all quartiles and the gender pay gap is smaller in the upper quartiles. 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, reduce our gender pay gap and create an inclusive culture for all our employees.

Rie Lane

Director of People

March 2023

Appendix 1: Gender pay gap report to be uploaded to Government gateway and to be added to our website

Snapshot date: 31st March 2022

Gender	Total Number of Full Pay Relevant employees	Total number of Relevant Employees
Male	256	301
Female	707	830
Total	963	1131

Difference in mean and median hourly rates of pay

	Difference in Mean Hourly Pay	Difference in Median Hourly Pay
Pay gap % difference male to female	27%	56%

Proportion of male and female employees who were paid bonus pay

This table 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 paid a bonus	Proportion of employees receiving a bonus
Male	0	0%
Female	0	0%

Proportion of male and female colleagues according to quartile pay bands

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

	Upper Quartile	Upper Middle	Lower Middle	Lower
Male total	97	81	52	26
Male (% males to all employees in each quartile)	40%	34%	22%	11%
Female total	144	160	189	214
Female (% females to all employees in each quartile)	60%	66%	78%	89%

Optional supporting narrative

In education we have two key sets of terms and conditions: teaching and support staff. We use pay scales for all teaching staff that are aligned to the School Teachers Pay and Conditions Document (STPCD) which is reviewed on an annual basis. For non-teaching staff we use pay scales set by the National Joint Council for Local Government Services (NJC). There are issues linked to the two very different sets of terms and conditions for teaching and support staff, which are established at a national level. The use of term time formulas and outsourcing can also skew the data (e.g. we employ the majority of staff, whereas some trusts outsource catering and cleaning staff and they are our lowest paid staff and are mainly female). The majority of trusts pay support staff on progressive pay scales, whereas in the East Riding of Yorkshire Council (ERYC) associate staff receive spot salaries, and this is reflected in our Pay Policy. As part of our 'Investing in People' strand of our Trust Operational Plan we will be undertaking a support staff review including how we reward and recognise our support staff for the great work they do and this will be presented in due course.

The trust employs more females than males in all quartiles, however, the gender split is less significant in the upper quartiles than the lower quartiles. From a gender split perspective, 40% of the top ten earners in the trust are female; 50% of the top twenty earners are female and 58% of the top fifty earners in the trust are female. If we look at our lowest earners, 89% of our lowest earners are female. The lowest earning professions in the trust are apprentices, catering and cleaning staff, with the majority being female and part-time. The gender pay gap across all areas of staffing in the trust is 27% in the mean hourly pay, and 56% in the median hourly pay. This represents a significant pay gap when teaching and support staff are considered together. If the two categories are split, the gender pay gap is reduced. In terms of salary scales, the lowest earning teachers are paid at a significantly higher level than the lowest earning associate staff.

In conclusion, the gender pay gap for the trust overall is high. Therefore, 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, reduce our gender pay gap and create an inclusive culture for all our employees.

Supporting Statement

I can confirm that the information published here is accurate.

Rie Lane, Director of People, The Consortium Academy Trust

Date: 20 March 2023

