



THE CONSORTIUM
ACADEMY TRUST

Shaping Positive Futures



The Consortium Academy Trust

Gender Pay Gap Report March 2023

Approved by:

Director of People

Last reviewed:

February 2024

Next review due:

February 2025

Gender pay gap reporting statement March 2023

Introduction

The Consortium Academy Trust is committed to the promotion of equality of opportunity to all employees and supports the fair treatment of all staff irrespective of gender. All our posts are aligned to agreed pay scales, with men and women receiving equal pay for equal roles.

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 gender pay gap is reported using the following data:

- **Mean Average hourly pay**
- **Median** *The mid-point of the hourly rate of all salaries when organised from lowest to highest*
- **Bonuses** *The number of staff receiving bonuses by gender and the gender gap for bonus payments (mean/median)*
- **Quartiles** *The distribution of gender in each pay quartile (i.e.: organising the hourly rate from lowest to highest, splitting them into four equal groups and showing how many men and women are in each group)*

In order to calculate The Consortium Academy Trust's gender pay gap, we have used the data from all staff who fall into the category of a 'Relevant Full Pay Employee' as defined in the Government guidance [Gender pay gap reporting: guidance for employers](#). This includes all school and central Trust staff, regardless of their contractual terms and conditions, but excludes staff who were not paid their usual full basic pay because they were on leave. This includes employees on unpaid annual leave, maternity, paternity, adoption, parental or shared parental leave, reduced pay/unpaid sick leave, unpaid special leave or any other forms of leave (for example, study leave or sabbaticals)

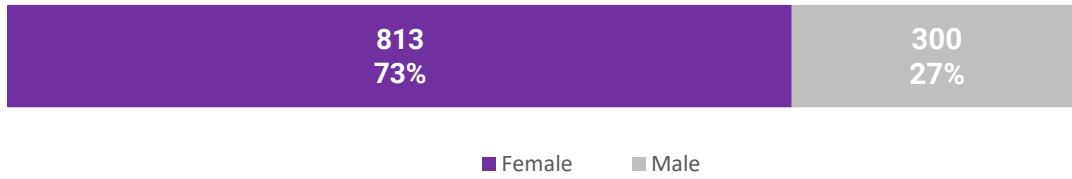
Organisational Context

The Trust is confident that men and women are paid equally for doing equivalent jobs across the trust and that any gender pay gap is due to the roles in which men and women work and the salaries these attract.

We are required to report on our organisation as a whole and the data reflects the gender pay gap when our support staff and teaching staff are combined.

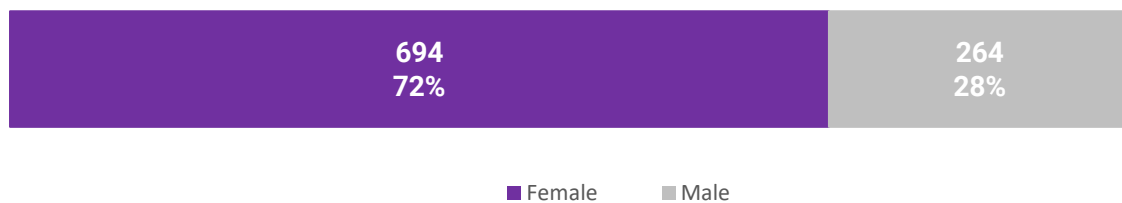
On the snapshot date of 31 March 2023, we had 1113 employees:

Total number of employees in post on 31 March 2023



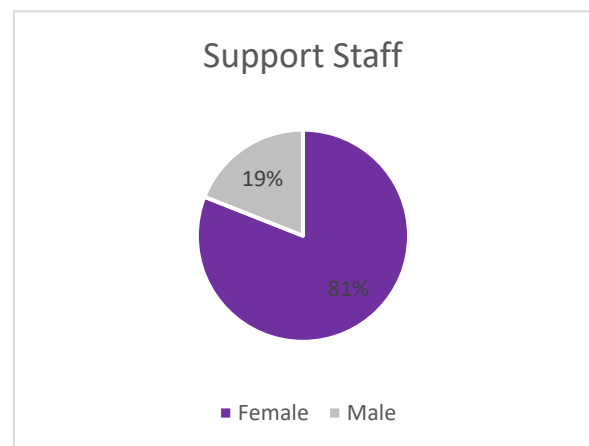
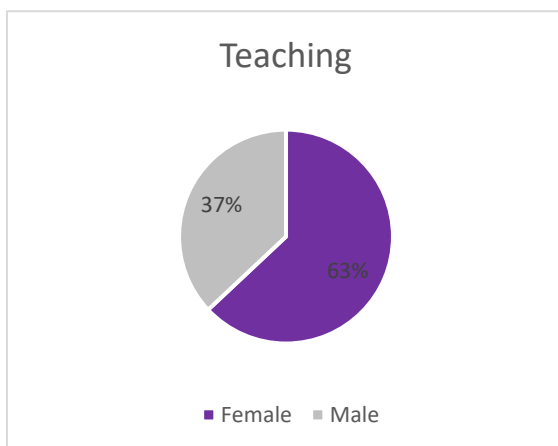
When assessing the gender pay information a key point to remember is the Trust workforce is split 72% female to 28% male. Our Gender pay gap information is calculated based on 'full-pay relevant' employees and 958 employees met the criteria:

Total number of 'full pay relevant employees in post on 31 March



In education and our Trust, staff are employed under 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.

Full Pay Relevant Employees by Staff Group



Key Findings 2023

Gender Pay Gap Teaching

Mean gender pay gap - Teaching

8%

Median gender pay gap - Teaching

4%

When comparing the median hourly pay rate for teaching staff, female teachers earn 4% less per hour than their male counterparts. This means for every £1 a male teacher earns, a female teacher earns 96p. When we compare the mean (average) hourly pay for teaching staff, women teachers earn, on average, 8% less an hour than male teachers.

Teachers	Number of Employees	Mean Hourly Rate	Median Hourly Rate
Male	168	£35.88	£34.47
Female	283	£32.95	£33.24
Monetary gap difference		£2.93	£1.23
Gender pay Gap %		8%	4%

Gender Pay Gap Support Staff

Mean gender pay gap – Support

11%

Median gender pay gap - Support

-2%*

* A negative percentage shows that men have lower pay or bonuses than women

When comparing the median hourly pay rates for support staff, female median hourly pay is £0.21p higher than the median hourly pay for men. However, when comparing the mean hourly pay rates, the average hourly pay rate for female support colleagues is £1.65 per hour lower than their male equivalent, a difference of 11%.

Support Staff	Number of Employees	Mean Hourly Rate	Median Hourly Rate
Male	96	£14.66	£11.18
Female	411	£13.01	£11.39
Monetary gap difference		£1.65	-£0.21
Mean gender pay Gap %		11%	-2%

Gender Pay Gap overall

We have seen some marginal gains from last year's report with us closing the gap by 2% on mean and 1% on median pay gaps.

Our gender pay gap results:

Mean gender pay gap - overall

25%

Median gender pay gap - overall

55%

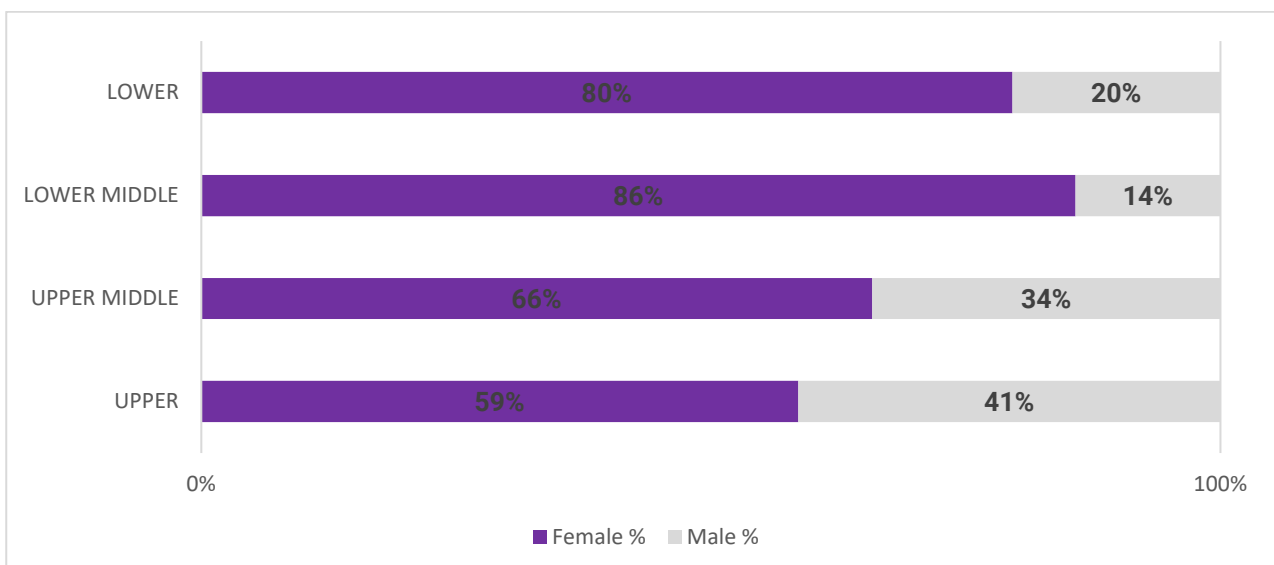
A key factor in the gender pay gap is the significant difference in pay between teaching and support staff. As can be seen from the data above, the gap in mean and median pay between men and women reflects the composition of the workforce as opposed to any pay inequalities; many of our lower paid roles predominantly attract more female than male applicants.

Bonuses

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 bonus pay.

Quartile Information 2023

This is the information we submit nationally, which details our gender split against four quartiles. The quartile information shows the distribution of gender in each pay quartile by organising the hourly rate from lowest to highest, splitting them into four equal groups and showing how many men and women are in each group.



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

	Upper	Upper Middle	Lower Middle	Lower
Number of male employees	99	82	34	49
% males to all employees in each quartile	41%	34%	14%	20%
Number of Female employees	140	158	205	191
% females to all employees in each quartile	59%	66%	86%	80%

We employ more females than males in all quartiles. The highest percentage of males sit within the upper pay quartile and the highest percentage of females sit within the lower-middle quartile. Based on the Trust gender split (72% / 28%) women are underrepresented in the upper quartiles and overrepresented in the lower pay quartiles.

Distribution across the trust

We know that we, along with other Education employers must ensure that women have fair access to pay progression and promotion. Leadership roles across the Trust are well distributed and employees earn equal pay for equal roles. At the snapshot date of 31st March 2023, 49 colleagues occupied leadership roles across the trust with 53% of these roles occupied by men and 47% of these roles occupied by women. The mean gender pay gap across these senior roles is less than 0.08%

When we look at our highest earners, 52% of the one hundred highest earners are female. The roles that are captured in the highest quartile are Headteacher, Deputy Headteacher, Assistant Headteacher, Director and Head of Service

When we look at our lowest earners, 85% of the one hundred 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.

We directly employ support staff occupying lower paid roles and this impacts our overall gender pay gap, whereas some multi-academy trusts outsource these services and roles and therefore they are not included in the gender pay gap report. This makes benchmarking against other trusts challenging.

Taking action

What are we doing to reduce our gender pay gap?

The Consortium Academy Trust aims to attract and retain a diverse workforce that reflects the community that we serve. To support this, our approach to pay is gender neutral by design. As an organisation we believe in fairness, equality and inclusion, and are committed to reducing our gender pay gap and improving gender equality.

Since our last Gender Pay Gap report we have:

- Ensured gender-neutral language in all our adverts and there is a structured scoring system
- Included women in all our shortlisting and selection panels
- Supported flexible working and challenged gender stereotyping
- Reviewed and rewritten our Flexible Working Policy
- Rewritten our people policies to reflect our core values
- Introduces a suite of family friendly policies

As part of our Investing in People operational plan, we are currently reviewing our reward and benefits offer, particularly for our support staff which, if approved, will improve the total pay and reward package for our support colleagues.

Next steps

As part of our commitment to 'Investing in People' we will:

- Analyse equalities data collected during recruitment campaigns
- Record how many of each gender apply for internal promotions
- Ensure flexible approaches to work are considered at all levels of the organisation.
- Monitor the effectiveness of the flexible working policy
- Encourage full and part time staff at all levels are encouraged to take part in formal CPD and on the job training opportunities.
- increase learning and development opportunities for all staff including leadership programmes that provide more opportunities for colleagues to grow and develop.

Summary

In conclusion, all our posts are aligned to agreed pay scales, with men and women receiving equal pay for equal roles.

The Consortium Academy Trust will continue to take positive action to ensure that we remove any barriers or disadvantages due to gender and continue to promote an inclusive culture for all our employees.

Rie Lane

Director of People

February 2024

Appendix 1: Gender pay gap report to be uploaded to Government gateway

Snapshot date: 31st March 2023

Gender	Total Number of Full Pay Relevant employees	Total number of Relevant Employees
Male	264	300
Female	694	813
Total	958	1113

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	25%	55%

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	99	82	34	49
Male (% males to all employees in each quartile)	41%	34%	14%	20%
Female total	140	158	205	191
Female (% females to all employees in each quartile)	59%	66%	86%	80%

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 current Pay Policy. As part of our 'Investing in People' strand of our Trust Operational Plan we are currently undertaking a support staff review including how we reward and recognise our support staff for the great work they do.

The Trust employs more females than males in all quartiles. The highest percentage of males sit within the upper pay quartile and the highest percentage of females sit within the lower-middle quartile. Based on the Trust gender split (72% / 28%) 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, 30% are female, of the twenty highest earners, 40% are female and 52% of the one hundred highest earners across the trust are female. If we look at our lowest earners, 85% of the one hundred 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. In terms of salary scales, the lowest earning teachers are paid at a significantly higher level than the lowest earning associate staff.

The gender pay gap across all areas of staffing in the trust is 25% in the mean hourly pay, and 55% 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 as follows:

Gender Pay Gap Teaching

Mean gender pay gap – Teaching staff

8%

Median gender pay gap – Teaching staff

4%

Gender Pay Gap Support Staff

Mean gender pay gap – Support staff

11%

Median gender pay gap – Support staff

-2%

The Consortium Academy Trust will continue to take positive action, where we can, to remove any barriers or disadvantages due to gender for all staff, reduce our gender pay gap and promote 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: 15 February 2024

