



THE CONSORTIUM
ACADEMY TRUST

Shaping Positive Futures



The Consortium Academy Trust

Gender Pay Gap Report March 2024

Approved by: Director of People Services

Last reviewed: February 2025

Next review due: February 2026

Gender Pay Gap - Reporting Statement March 2024

Introduction

The Consortium Academy Trust (the Trust) ensures equal pay for equal roles, aligning all positions to agreed pay scales. Committed to fairness, it supports equal opportunities for all staff regardless of gender. Annually, the Trust publishes gender pay gap data based on earnings as of March 31, as required by the government. See appendix 1 for data submission.

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)

To calculate the Trust's gender pay gap, data is taken from all staff classified as 'Relevant Full Pay Employees' under the Government's Gender Pay Gap Reporting: Guidance for Employers. This includes all school and shared services staff, regardless of contractual terms, but excludes those on leave who were not receiving their full basic pay. Exemptions apply to staff on unpaid annual leave, maternity, paternity, adoption, parental or shared parental leave, reduced pay or unpaid sick leave, unpaid special leave, or other forms of leave such as study leave or sabbaticals.

For the purpose of this report, staff are split into Academic and Support. Academic staff include teachers and school leadership roles.

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. The data reflects the gender pay gap when our academic and support staff are combined.

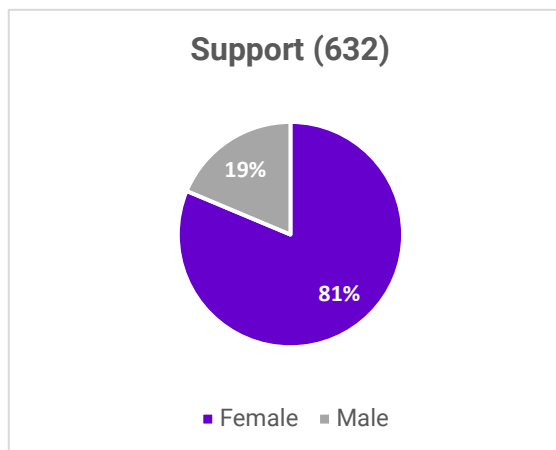
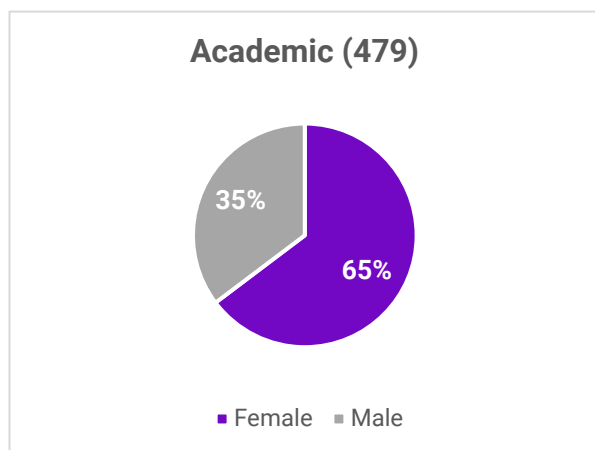
On the snapshot date of 31 March 2024, the Trust had 1121 employees.

When assessing the gender pay information a key point to remember is the Trust workforce is split 74% female to 26% male. Gender pay gap information is calculated based on 'full-pay relevant' staff and 1111 staff met the criteria:



Academic 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. Academic staff have higher salaries generally than support staff and, as the Trust employs more support staff than academic staff, this is reflected in the Trust's overall gender pay gap.

Full Pay Relevant Employees by Staff Group



Key Findings 2024

Gender Pay Gap Academic

Mean gender pay gap - Academic

7%

Median gender pay gap - Academic

0%

| Academic | Number of Staff | Mean Hourly Rate | Median Hourly Rate |
|--------------------------------|-----------------|------------------|--------------------|
| Male | 169 | £37.67 | £36.71 |
| Female | 310 | £35.07 | £36.71 |
| Monetary gap difference | | £2.61 | £0 |
| Gender Pay Gap % | | 7% | 0% |

Overall, the mean gender pay gap for academic staff at the Trust is 7%. This is a reduction of 1% from the previous year. It is important to note that the gender breakdown of the academic leadership tier is 55% female to 45% male. In achieving this balance, it is recognised that there are a lower proportion of males overall within the organisation naturally impacting on the mean gender pay gap for academic staff. The median gender pay gap for academic staff therefore presents a useful insight at 0%

Gender Pay Gap Support Staff

Mean gender pay gap – Support

3%

Median gender pay gap - Support

0%

| Support Staff | Number of Employees | Mean Hourly Rate | Median Hourly Rate |
|--------------------------------|---------------------|------------------|--------------------|
| Male | 118 | £13.48 | £12.18 |
| Female | 514 | £13.02 | £12.18 |
| Monetary gap difference | | £0.32 | £0 |
| Mean gender pay Gap % | | 3% | 0% |

The median hourly rate for support staff is the same for female and male. However, when comparing the mean hourly pay rates, the average hourly pay rate for female staff is £0.32 per hour lower than their male equivalent, a difference of 3%.

Gender Pay Gap Overall

Mean gender pay gap - overall

23% (-2%)

Median gender pay gap - overall

48% (-7%)

The Trust has made marginal gains since last year, reducing the mean pay gap by 2% and the median pay gap by 7%. Additionally, both mean and median pay gaps have shown a positive three-year trend, decreasing by 4% and 8%, respectively.

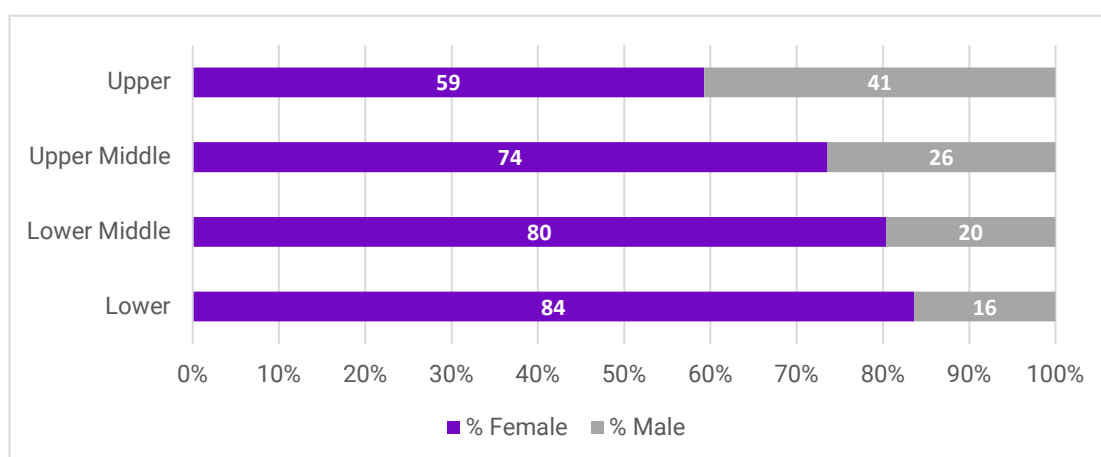
Bonuses

For this reporting period, zero colleagues received bonus pay.

Quartile Information 2024

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:



| | Lower | Lower Middle | Upper Middle | Upper |
|-----------------------------------------|-------|--------------|--------------|-------|
| Number of male staff | 46 | 55 | 74 | 112 |
| % males to all staff in each quartile | 16% | 20% | 27% | 40% |
| Number of Female staff | 233 | 221 | 204 | 166 |
| % females to all staff in each quartile | 84% | 80% | 73% | 60% |

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 (74% / 26%) women are underrepresented in the upper quartiles and overrepresented in the lower pay quartiles.

Summary Analysis

A key factor in the gender pay gap is the significant difference in pay between academic 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.

The Trust ensures that women have fair access to pay progression and promotion. Leadership roles across the Trust are well distributed and staff earn equal pay for equal roles. At the snapshot date of 31st March 2024, 108 staff occupied leadership roles with 44% occupied by men and 56% by women.

54% of the Trust's 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.

79% 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.

The Trust directly employs support staff occupying lower paid roles, for example cleaning, and this impacts the overall gender pay gap, whereas some Trusts outsource these services and roles and therefore are not included in the gender pay gap report. This makes benchmarking against other trusts challenging.

Continued Commitment

The Trust is committed to reducing the gender pay gap and promoting fairness, equality, and inclusion. Key actions taken since the last Gender Pay Gap report include:

- Ensuring the continued use of gender-neutral language in job adverts and using a structured scoring system.
- Ensuring women are included in shortlisting and selection panels.
- Supporting flexible working and challenging gender stereotyping.
- Reviewing and updating policies, such as the Flexible Working Policy and other people policies.
- Introducing family-friendly policies.

As per the Trust's Operational Plan, there is a review of the reward and benefits package for support staff to enhance their pay and benefits.

Further steps include:

- Tracking gender representation in internal promotions.
- Ensuring flexible work options are available at all organisational levels.
- Monitoring the effectiveness of the flexible working policy.
- Encouraging all staff, both full and part-time, to participate in CPDL and training.
- Expanding learning and development opportunities, including leadership programmes.

Amanda Bridgeman

Head of People Services

March 2025

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

Snapshot date: 31st March 2024

| Gender | Total Number of Full Pay Relevant employees | Total number of Relevant Employees |
|--------------|---------------------------------------------|------------------------------------|
| Male | 287 | 289 |
| Female | 824 | 832 |
| Total | 1111 | 1121 |

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 | 23% | 48% |

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 | 114 | 74 | 55 | 46 |
| Male (% males to all employees in each quartile) | 41% | 26% | 20% | 16% |
| Female total | 166 | 206 | 225 | 235 |
| Female (% females to all employees in each quartile) | 59% | 74% | 80% | 84% |