

Gender pay gap reporting statement March 2018

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>147</u>
Female	<u>368</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>25%</u>	<u>48.3%</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>0</u>	<u>0%</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>57</u>	<u>44.5%</u>
	Female	<u>71</u>	<u>55.5%</u>
Upper middle quartile	Male	<u>40</u>	<u>31%</u>
	Female	<u>89</u>	<u>69%</u>
Lower middle quartile	Male	<u>36</u>	<u>27.9%</u>
	Female	<u>93</u>	<u>72.1%</u>
Lower quartile	Male	<u>13</u>	<u>10.1%</u>
	Female	<u>116</u>	<u>89.8%</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 utilised. 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 500 staff, of those 71.5 % are female and 28.5 % 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. Cleaners and catering staff earning less money in the lower quartile are paid less than the teaching staff in the Trust. These types of roles appear to attract female workers, due to the working hours of these posts i.e. part time and school hours, as females stereotypically tend to be the main carer for children, and apply for these roles.

Likewise we employ a large proportion of females in senior roles within the Trust showing a higher proportion in the Upper Quartile than men, we attribute this to ensuring that both women and men have equal access to career opportunities within the Trust.

Some causes of gender pay gaps originate outside of the workplace, such as stereotypical representations of men and women, and careers advice and guidance that is offered.

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

The Consortium Academy Trust has an effective recruitment process 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.

The 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.

Further review of the Trust's Family Friendly Policies, to actively encourage the use of these rights to all employees, for example finding ways to promote the consideration of the use of shared parental leave by male employees. Using the positive benefits of flexible working for all types and levels of roles within the Trust, without making this an obstacle for career development for certain roles.

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', is positioned above the 'Signed:' text.

Signed:

Date: 31 March 2019