

## Gender Pay Gap Reporting: Statement

This report is required to be published by the Equality Act 2010, and was produced consistent with the guidelines issued by the Advisory, Conciliation and Arbitration Service, and the Government Equalities Office.

The Trust comprises four schools - Banovallum School, Frithville Primary School, New York Primary School and Queen Elizabeth's Grammar School. The Trust takes equality, in whichever form it takes, seriously. Policies such as Equality, Safer Recruitment and Professional Development underpin the Trust's approach from appointment through to empowering staff to succeed, regardless of gender.

Pay is structured by the School Teachers Pay and Conditions document and the National Joint Council for Local Government Services for Support Staff. These measures provide transparency and clarity guaranteeing an employee's level of pay being reflected by their role, taking into consideration knowledge, experience and responsibility. Movement through the pay scales are considered during the employee's appraisal. Appraisals are performed yearly for all staff and include a mid-year review to promote successful results of the objectives set out at the beginning of each year.

### The Numbers

The snapshot date used to calculate our Gender Pay Gap data was 31st March 2019.

When looking at the total employee profile, the Trust recognises the data indicate there is a gender pay gap, largely due to the lower middle pay quartile (administration and education support) being dominated by female staff, and this is not apparent in the other pay quartiles. In the upper pay quartile, the apparent wage gap is due to the abundance of female staff in higher positions in primary schools, where pay is lower than equivalent positions in secondary schools, where there are more male staff. Finally, the Trust highlights that the CEO of the Trust is female, and 8 of the 14 staff in the Leadership Team are female.

### The Trust

Description	%
Mean Gender Pay Gap	16.99
Median Gender Pay Gap	42.40

When assessing the statistics, the mean gender pay gap (the difference between the average of men's and women's pay) means that the average female staff hourly rate is 16.99% lower than the average male staff hourly rate. The median gender pay gap (the difference between the midpoints in the ranges of men's and women's pay) means that the median female staff hourly rate is 42.40% of that of the male staff

Relative Proportion of Male and Female Employees in Each Quartile				
Gender	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
	%	%	%	%
Female	75.81	82.26	74.19	61.29
Male	24.19	17.74	25.81	38.71

Schools within the Trust make provisions in their budget for CPD (Continued Professional Development), offering career development opportunities. In addition, the Charter Teaching School Alliance (TSA) is a division of the Trust established to share knowledge, skills and expertise, both throughout the Trust and across the county; Staff have access to training events facilitated by the Charter TSA.

### Concluding Remarks

The ratio of female to male employees in the Trust 91:33 (73% of staff are female). The ratio of female to male employees, in each school and quartile group, is roughly the same (approximately 73%). The only large deviations from this ratio are in low sample sizes (e.g. Frithville and New York primary schools), which is statistically insignificant.

The gender pay gap is the difference in the average hourly wage of all men and women across a workforce. It is not the same as unequal pay which refers to paying men and women differently for performing the same (or similar) work; the Trust is fully committed to equal pay. After careful scrutiny of our employee profile, the Trust concedes the gender pay gap is derived from the range of different roles held by men and women employed within the Trust.