

Gender Pay Gap Report

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, and as an employer with over 250 employees, the Palladian Academy Trust is required to measure and report on the gender pay gap in the organisation.

The gender pay gap is a high-level snap-shot of pay within an organisation and shows the difference in the average pay between all men and women in a workforce. In contrast, 'equal' pay is a more specific legal concept that deals with the pay difference between men and women carrying out comparable jobs. Men and women in comparable jobs are normally entitled to the same pay. A gender pay gap does not equate to the existence of an equal pay problem, albeit a gender pay gap may be a trigger for further investigation about the reasons why the gap exists.

Measuring our gender pay gap involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation as set out below. We are required to publish the results on our own website and a government website no later than 30 March 2020.

Under the Regulations we are required to report on the following 6 measures

1. The difference in the mean pay of full pay women and men expressed as a percentage
2. The difference in median pay of full pay women and men expressed as a percentage
3. The difference in mean bonus pay of women and men expressed as a percentage
4. The difference in median bonus pay of women and men expressed as a percentage
5. The proportion of women and men who received bonus pay and
6. The proportion of full pay women and men in each of the four quartile

Our Data

Our data is based on the reporting guidance and staff paid on the data capture date of 31 March 2019 numbered 444: 365 females and 79 males. The results for the statutory calculations are as follows;

1. Mean Gender Pay Gap (hourly rate)

Female	£15.21	The difference between the mean hourly rate of pay that female and male full-time equivalent employees receive is therefore 28.02% This is an increase in the gap from last year by 6.72%.
Male	£21.13	

2. Median Gender Pay Gap (hourly rate)

Female	£11.08	The difference between the median hourly rate of pay that female and male full-time equivalent employees receive is therefore 40.08%. This is an increase in the gap by 9.98%
Male	£18.49	

3 – 5. The Trust has not paid any bonus payments over the period of 1 April 2017 to 31 March 2018 and therefore there is no requirement to report on measures 3, 4 and 5 above.

6. The proportion of males and females in each quartile pay band.

Quartile	Female Staff	Female %	Male Staff	Male %	Total No.
Lower	123	91.1%	12	8.9%	135
Lower middle	74	85.1%	13	14.9%	87
Upper middle	94	83.2%	19	16.8%	113
Upper	74	67.9%	35	32.1%	109

Organisational context & closing the Gender Pay Gap

The data capture at 31 March 2018 included trust staff based across 8 schools and the central trust services

1 Secondary School 2 Infant Schools 2 Junior Schools 3 Primary Schools Central trust services	Support staff posts including casuals: 332	Female	82.23%
		Male	17.77%
	Teaching staff posts including casuals: 112	Female	82.14
		Male	17.86

The trust follows the trend for the Education sector with females continuing to making up the higher proportion of our workforce with 82.21% female (vs 81.2% prior year and 17.79% male (vs 18.8% prior year) employees. We have seen a small decrease in male employees over the past year. Male representation in the upper middle pay band quartile has increased by 2.2% and in the upper quartile by 1.9%. Female representation has decreased across the lower middle to upper pay quartiles and increased within the lower quartile by 11.1%

The Trust follows teachers' pay scales as set out within the Teachers Pay and Conditions Document. Support roles follow the NJC pay scale. Salaries are paid according to grade and annual pay awards are irrespective of gender or other protected characteristics. We are committed to equal pay and continue to explore how to encourage and develop non-stereotypical responses to our recruitment campaigns. The Trust has implemented a Gender Pay Gap Action plan in order to better secure a gender spread across all roles and specialisms within the Trust.

Palladian Academy Trust operates as an equal opportunities employer, and takes appropriate steps to ensure that it does not discriminate in any way (as defined by the Equalities Act 2010 and other relevant legislation), regarding recruitment, performance management and employee career development opportunities.

The Trust is committed to being an employer of choice and our pay, recruitment and development policies are designed to support this ethos by providing for all staff to be valued and to receive appropriate financial recognition and reward, training and development for the duties undertaken. All decisions on pay and performance are made within the context of the Board of Trustees approved policies. Policies and practice will be regularly reviewed to identify further good practise to tackle and reduce the gender pay gap.

The Trust will monitor this data on an ongoing basis as growth and change within the Trust may alter the data by the next reporting date. It is recognised that under TUPE processes the Trust has no control over the staffing complement where Academies join the Trust. The data will be reported at individual school level as well as across the group to ensure staff are fully informed and given opportunity to participate in developing practise.

Declaration

I can confirm that the above information has been prepared from our payroll and financial data from 31 March and fairly presents the Gender Pay Gap information for the Palladian Academy Trust.

T. Withers

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Chief Executive Officer

4 March 2020