

## Gender Pay Gap reporting - 31 March 2017

### Trinity Academy Trust

#### Hourly Rate

Women's hourly rate is:

<b>26.89%</b> <b>LOWER</b>	<b>44.67%</b> <b>LOWER</b>
(Mean)	(Median)

#### Bonus payments

Women's bonus pay is:

<b>100%</b> <b>LOWER</b>	<b>100%</b> <b>LOWER</b>
(Mean)	(Median)

Who received a bonus payment:

<b>0%</b> <b>WOMEN</b>	<b>0.8%</b> <b>MEN</b>
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#### Pay quartiles

How many men and women are in each quarter of the employer's payroll:

Upper Quartile	MEN	39.4%
	WOMEN	60.6%
Upper Middle Quartile	MEN	41.0%
	WOMEN	59.0%
Lower Middle Quartile	MEN	28.0%
	WOMEN	72.0%
Lower Quartile	MEN	14.0%
	WOMEN	86.0%

#### Raw data

Male mean hourly earnings: £22.86

Female mean hourly earnings: £16.72

Male median pay: £19.16

Female median pay: £10.60

Male bonus: £7270

Female bonus: £0

Number of males: 122

Number of females: 277

## Gender Pay Gap Report 2017

Trinity Multi Academy Trust are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation but does not involve publishing individual employees data.

We are required to publish the results on our own website and to a government website. As a public sector employer we will do this within one calendar year of 31 March, from 31 March 2017.

We can use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.

Gender Pay Reporting requires us to make calculations based on employee gender. We have done this by using our existing HR and payroll records.

Hourly rate for teaching staff is calculated on a 1/1265<sup>th</sup> basis of the annual full time salary. Support staff hourly rate is published in JCNC scales.

We are confident that Trinity trust's gender pay gap is not a pay issue, we know this because our approach to pay is gender neutral and we have in place job evaluation structures to ensure there is pay parity across the trust. We use pay scales based on the School Teachers Pay and Conditions Document and for non-teaching staff we use pay scales set by the NJC.

On the snapshot date/period there were 399 full-pay relevant employees. 31% male and 69% female staff.

In the four quartiles there is a significantly higher proportion of women in the Lower and Lower Middle Quartile. This indicates that a higher proportion of women are in the more junior grades. In the Upper and Upper Middle quartiles there is a high proportion of female staff, showing in the higher pay levels women are represented strongly.

The difference between the mean hourly rate of pay that male and female full-pay relevant employees receive is 26.89%. The difference between the median hourly rate of pay that male and female full-pay relevant employees receive is 44.67%.

One male employee received a bonus, therefore the gap for mean and median pay is 100%.

For further analysis the staffing groups are broken down as follows:

- Senior Leadership. This group includes the trust executive team, Principals, Vice Principals, Assistant Principals and other named Senior Leaders.
- Middle Leadership. This group includes trust leaders, teachers in leadership posts or TLR holders. It does not include support staff who are middle leaders.
- Teachers. This group are classroom teachers.
- Support staff. All other non-teaching staff.

Role type	Mean hourly rate		Mean Pay Gap	Median hourly rate		Median Pay Gap
<b>Senior Leaders</b> M: 11 F:10	Male:	£61.26	37.73% lower for women	Male:	£51.67	16.80% lower for women
	Female:	£38.15		Female:	£42.99	
<b>Middle leaders</b> M: 19 F:39	Male:	£34.55	0.71% lower for women	Male:	£33.71	3.96% lower for women
	Female:	£34.30		Female:	£32.38	
<b>Classroom teachers</b> M: 40 F:60	Male:	£22.99	0.59% lower for women	Male:	£23.00	0.65% <b>higher</b> for women
	Female:	£22.85		Female:	£23.15	
<b>Support staff</b> M: 52 F:168	Male:	£10.38	11.67% lower for women	Male:	£9.85	14.59% lower for women
	Female:	£9.17		Female:	£8.42	

A breakdown by role type shows:

- Although there are the same number of M/F staff in senior leader roles Male staff earn 37.73% more than their female counterparts.
- Within middle leaders and classroom teachers there are more women than men in these roles. The mean hourly rate indicates that there is a less than 1% pay gap in these groups.
- In middle leadership the median hourly rate is lower for women (although there are more of them), indicating that the fewer male staff earn, on average, more than their female counterparts. Across classroom teachers the median hourly rate is slightly more for women, but this is less than 1%.
- There is a significantly higher proportion of females in non-teaching support roles (76% female staff). The pay gap for women in these roles is 11.67%.

The gender pay gap exists in two significant areas:

- Senior Leadership. There is balance between female and male leaders. However, male staff earn on average nearly 40% more than their female counterparts.
- Support staff. The group is made up of 34% male staff who earn (on average per hour) 11.67% more than their female counterparts.

Although the majority of women are in junior grades, there is a significant percentage of women in middle leader roles, therefore the organisation should consider how it can support the leadership development of these female staff to the higher paid senior roles.