

**Trinity Multi Academy Trust**
**Gender Pay Gap Report 2020**

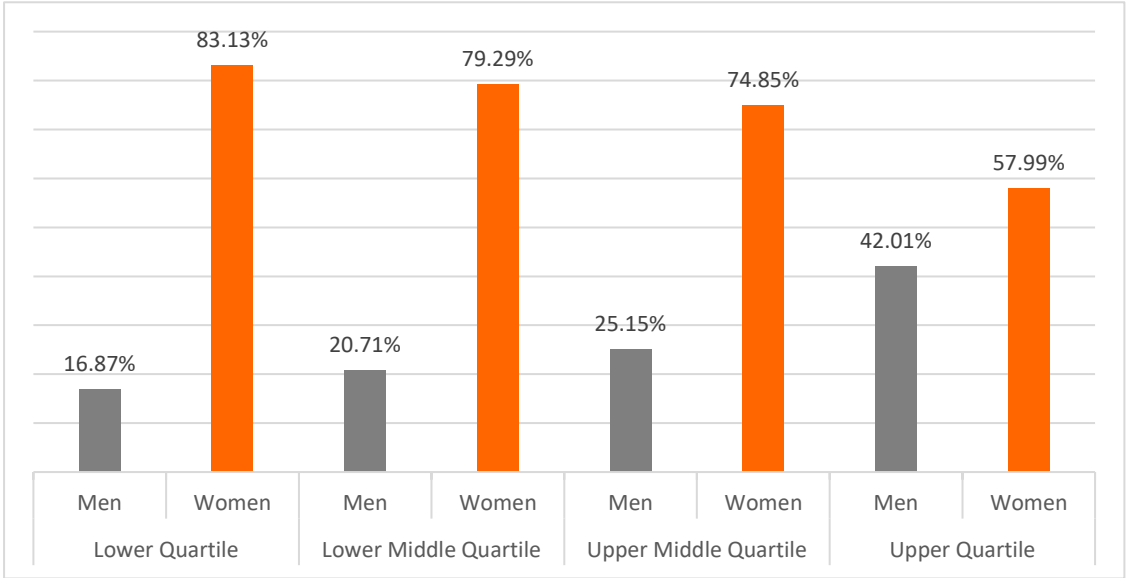
Trinity Multi Academy Trust are an employer required by law to undertake gender pay gap reporting in order to show the pay gap between our male and female employees. We are required to publish the results on our website and to a government website. As a public sector employer, we will do this within one calendar year of 31 March, from 31 March 2017. We will report on 4 areas (mean and medium hourly pay gap, mean and medium bonus pay gap, difference in male and female employees receiving a bonus and percentage of males and females within pay four equal quartiles).

**Data Used**

The data below shows the gender pay gap that exists within Trinity Multi Academy Trust, based on the hourly rates of pay for all employees and workers as of 31 March 2019 and bonuses paid in the 12 months to 31 March 2019.

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.

**Findings**

Mean Hourly Rate Gender Pay Gap: <b>14.32%</b>	Median Hourly Rate Pay Gap: <b>6.82%</b>															
Mean Bonus Gender Pay Gap: <b>100%</b>	Median Bonus Gender Pay Gap: <b>100%</b>															
Women who received a bonus: <b>0%</b>	Men who received a bonus: <b>0.1%</b>															
Proportion of males and females in each pay quartile:																
 <table border="1"> <thead> <tr> <th>Quartile</th> <th>Men (%)</th> <th>Women (%)</th> </tr> </thead> <tbody> <tr> <td>Lower Quartile</td> <td>16.87%</td> <td>83.13%</td> </tr> <tr> <td>Lower Middle Quartile</td> <td>20.71%</td> <td>79.29%</td> </tr> <tr> <td>Upper Middle Quartile</td> <td>25.15%</td> <td>74.85%</td> </tr> <tr> <td>Upper Quartile</td> <td>42.01%</td> <td>57.99%</td> </tr> </tbody> </table>		Quartile	Men (%)	Women (%)	Lower Quartile	16.87%	83.13%	Lower Middle Quartile	20.71%	79.29%	Upper Middle Quartile	25.15%	74.85%	Upper Quartile	42.01%	57.99%
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**Understanding the findings**

On 31 March 2019 we had 671 relevant employees. 27% were male and 73% were female. The trust has therefore seen an increase in employee numbers as we continue to grow.

The findings show that the mean hourly rate of pay for female employees was 14.32% lower than male employees. When reporting commenced in March 2017, the mean female hourly

pay was 26.89% lower than male employees, and this therefore demonstrates our commitment to reducing the gender pay gap. In addition, the Xpert HR Salary Survey found that of 1,356 public education organisations, the mean gender pay gap for 2019 was 21.1%, which is substantially higher than the pay gap of Trinity Multi Academy Trust.

The four pay quartiles show that 74.85% of employees within the upper middle quartile, and 57.9% of employees within the upper quartile are female. This evidences our commitment to ensuring a healthy representation of females within middle and senior leadership roles.

The lower quartile and lower middle quartile are more heavily populated with female employees (83.13% and 79.29%). It should be noted that whilst we encourage males to apply for roles that fall within the lower pay quartiles, the majority of these roles remain stereotypically attractive to a larger number of female applicants.

Only one employee (1 male) was paid a bonus for the reporting period.

For clarification, gender pay is not the same as equal pay. Equal pay is about ensuring that people have the same pay, or range of pay, for work deemed of equal value. We are confident that the trust's remaining gender pay gap is not an equal pay issue as 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.

We are pleased to see our gender pay gap has reduced, however we recognise that the gap needs to be narrowed further and as a trust, we have committed to continue to engage in processes designed to help females within the organisation develop and grow. These are as follows:

- Identifying the proportions of men and women applying for vacancies and being appointed, this will include those applying for and obtaining promotions.
- Implementation of middle and senior leadership development programmes which are equally accessible to all staff.
- Encourage both teaching and support staff at all levels to participate in the performance management pathways using formal, informal training.
- Continue to use the Trust Flexible Working policy to help to recruit, retain and motivate employees.

Whilst we are committed to reducing the gender pay gap further, our main focus will always be in ensuring the right person is employed for the role in question, regardless of their gender, so that we are able to achieve our vision of making a positive difference to the lives of as many young people as possible.

Signed:  Date: 27 February 2020

Michael Gosling  
Chief Executive Officer