

Gender Pay Gap reporting - 31 March 2019

Trinity Academy Trust

Hourly Rate

Women's hourly rate is:

23.62% LOWER	37.19% LOWER
(Mean)	(Median)

Bonus payments

Women's bonus pay is:

100% LOWER	100% LOWER
(Mean)	(Median)

Who received a bonus payment:

0% WOMEN	0.6% MEN
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Pay quartiles

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

Upper Quartile	MEN	41.4%
	WOMEN	58.6%
Upper Middle Quartile	MEN	38.1%
	WOMEN	61.9%
Lower Middle Quartile	MEN	22.4%
	WOMEN	77.6%
Lower Quartile	MEN	23.3%
	WOMEN	76.7%

Gender Pay Gap Report 2019

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 employee's 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 1/1265th 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.

It should be noted that the gender pay gap 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.

On the snapshot date/period there were 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 23.62%. The difference between the median hourly rate of pay that male and female full-pay relevant employees receive is 37.19%.

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

In comparison to the previous year's report, the gap has narrowed from 17.78% to 13.57%.

Whilst there are comparisons to be made from the previous year's report, it is worth noting that the trust, since March 2018, has taken on another large secondary academy and a primary academy. The trust has therefore seen an increase in employees.

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.