

Gender Pay Gap

As an employer with over 250 employees, Abbey Multi Academy Trust is now required under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 to measure and report on the gender pay gap. The Trust is a public sector body and has a data capture date for reporting of 31 March each year.

Under the Regulations there is a requirement to report on the following 6 measures:

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

The Trust has not paid any bonus payments over the period 1 April 2016 to 31 March 2017 and therefore there is no requirement to report on measure 3, 4 and 5 above.

In relation to the other areas the data is based on 385 (123 male and 262 female) staff paid on the data capture date.

The following is Abbey Multi Academy Trust's gender pay gap information:

1. Mean Gender Pay Gap

Male	123	£18.97
Female	262	£15.74

The mean gender pay gap is therefore 17%. Female staff on average across the whole Trust earn approximately less than 1/5 than their male counterparts.

2. Median Gender Pay Gap

Male	£17.94
Female	£14.19

The median gender pay gap is 20.9%.

6. Quartile Pay Band Gender Information

Quartile	Male No	Male %	Female No	Female %	Total No
1 st	19	19.6	78	80.4	97
2 nd	33	34.4	63	65.6	96
3 rd	28	29.2	68	70.8	96
4 th	43	44.8	53	55.2	96

Additional analysis

Support Staff (198):

Male	51	£10.95
Female	147	£9.76

The support staff gender pay gap is 11%

Teaching Staff (194):

Male	72	£24.65
Female	122	£22.05

The teaching staff gender pay gap is 10.5%

Leadership roles (41):

Male	22	£32.77
Female	19	£30.24

The Leadership gender pay gap is 7.7%; this is across all leadership roles. Our current data report does not distinguish the greater detail within Leadership roles, however we propose that we have a further category covering Senior Leadership roles for future reports.

Narrative for the Abbey Multi Academy Trust

The Abbey Multi Academy Trust is a public sector education organisation with, at the data capture date of 31 March 2017

- 2 secondary academies
- 1 primary academies

Working with both the public sector and specifically education, it is common for a high proportion of the workforce to be female. The Trust has a 32% male workforce and 68% female. The staffing within the Trust has mainly joined via TUPE processes.

The overall published UK gender pay gap is 18.1%. The Trust reports a lower amount at 17%, however this represents on average across the Trust that women earn 1/5 less than their male counterparts.

Within the education sector, the following is widely recognised:

- More women apply to work in the sector due to attractive working patterns i.e. part time and term time contracts to work around caring responsibilities
- Part time work can be less highly paid
- Many female returners to employment apply to the public sector
- Female staff are more likely to have career breaks and may not progress into senior leadership roles

The data does not suggest many of these factors are true for Abbey Multi Academy Trust. Looking at the additional analysis, the gaps between support staff and teaching are very similar with a slight gap at Leadership levels and it is very positive that these figures present small pay gaps. The data does show a slight gender gap at Leadership levels however, potentially suggesting that career progression is an area that is particularly affecting the gender pay gap within the Trust.

Going forward the Trust should monitor this data on an ongoing basis but the Trust recognises that since the snap shot date the Trust has grown significantly and by the next reporting date the data may tell a different story. Given the nature of the Trust's growth (TUPE conversions), it is also recognised that the Trust has a limited amount of control over the current staffing data.

The Trust will ensure that CPD offerings to all staff continue to remain high and open to all. The continuation of succession plans will also further support this aim, ensuring that the Trust is constantly nurturing its next layers of talent.

This report and its data provides a baseline for the Trust to compare to in future years to identify any trends and whether or not the actions identified above are having an impact.

Signed:

Date:

Chair of Trust Board

A handwritten signature in black ink, appearing to read 'Paul Gull'.

22/05/18