



Gender Pay Gap Report

Trust Data

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, and as an employer with over 250 employees, Every Child Matters Academy Trust (the Trust) is required to measure and report on the gender pay gap in the organisation. The data capture date is 31 March 2018.

At the time of reporting, the Trust had five academies based in Barnsley. The Trust employs over 270 staff, including a small central function which supports areas such as Finance, HR and School Improvement.

Under the regulations there is a requirement to report on the following six measures:

- Mean gender pay gap in hourly pay
- Median gender pay gap in hourly pay
- Mean bonus gender pay gap (if relevant).
- Median bonus gender pay gap (if relevant).
- Proportion of males and females receiving bonus payment (if relevant).
- Proportion of males and females in each pay quartile.

All Employees

	% split	Mean pay gap	Median pay gap	Lower Quartile	Lower-mid quartile	Upper-mid quartile	Upper quartile
Female	93%	26.8% lower	36.1% lower	98.6%	100%	87.1%	87.1%
Male	7%			1.4%	0%	12.9%	12.9%

Bonus payments

No roles in the Trust have bonuses included in their terms of employment.

Leadership staff

	% split	Mean pay gap	Median pay gap
Female	94%	14% higher	3.6% higher
Male	6%		

Teaching staff

	% split	Mean pay gap	Median pay gap
Female	86%	3.7% higher	9.4% higher
Male	14%		

Support staff

	% split	Mean pay gap	Median pay gap
Female	95%	27.2% lower	31.6% lower
Male	5%		

Figures highlighted in green indicate higher pay for female employees.

Key findings

- The Trust's Senior Leadership is comprised of 94% female employees.
- The gender pay gap within the Senior Leadership team is female positive
- 87.1% of staff in the Upper Quartile for pay are female.

- Within the teaching group females earn more than males.

The overall published UK gender pay gap is 17.9%, according to the Office for National Statistics (ONS). For the Trust this figure is 26.8%. The Trust acknowledges that the overall gap between male and female employees is higher than the national average. However, this is essentially due to having a high number of females working in part-time support roles. As a Trust, we employ over 200 support staff (in comparison to 60 teaching staff) and 95% of these are female.

The overall gender pay gap figure for the Trust therefore largely reflects the composition of our workforce, as opposed to pay inequalities.

The Trust operates as an equal opportunities employer and 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. Pay scales for teachers and support staff are set nationally and not at school or Trust-level and the Trust adheres to national pay scales for both teachers and support staff.

Trust actions

The Trust is committed to equality, diversity and inclusion and to closing the gender pay gap. It will continue to positively recruit to all positions and ensure that its recruitment processes, pay and professional development policies are fair and transparent.

I can confirm that the information collated in the report is an accurate reflection of the position relating to gender pay in our academies.



Geraldine Wilson, Chief Executive Officer
Signed on behalf of the trustees of Every Child Matters Academy Trust