



## Gender Pay Gap Report

### Trust Data

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, 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 2020.

At the time of reporting, the Trust had five academies based in Barnsley. The Trust employs over 250 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

	Number	% split	Mean pay gap	Median pay gap	Lower Quartile	Lower-mid quartile	Upper-mid quartile	Upper quartile
Female	238	93%	17.3% lower	33.3% lower	96.9%	96.9%	87.5%	89.2%
Male	19	7%			3.1%	3.1%	12.5%	10.8%

### Bonus payments

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

### Leadership staff

	Number	% split	Mean pay gap	Median pay gap
Female	17	94%	2.4% higher	0.7% higher
Male	1	6%		

### Teaching staff

	Number	% split	Mean pay gap	Median pay gap
Female	53	91%	1% lower	8.2% lower
Male	5	9%		

### Support staff

	Number	% split	Mean pay gap	Median pay gap
Female	165	96%	25.1% lower	27.4% lower
Male	10	4%		

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Figures highlighted in green indicate higher pay for female employees.

## Key findings

- The split between males and females at 6% and 94% respectively remains similar to last year (7% / 93%)
- The reduction in the mean and median pay gaps remain in line with last year
- Females account for 89.2% of staff in the Upper Quartile for pay (the same as last year).
- The Trust's Senior Leadership is comprised of 94% female employees and the pay gap remains female positive
- Within the teaching group females earn more than males.

The overall gender pay gap figure for the Trust largely reflects the composition of its workforce, as opposed to paying men and women differently for the same or equivalent work. Whilst the vast majority of leadership and teaching roles are occupied by females (over 90%), the Trust's position is skewed as a result of it having a significantly higher number of females working in part-time support roles.

The Trust will monitor this data on an ongoing basis. Three schools have recently joined the Trust and they will be accounted for in next year's reporting date. It is recognised that under TUPE processes the Trust has no control over the staffing complement where academies join the Trust.

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.

The Trust is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the Trust and the salaries that these roles attract.

## 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