

## Coastal Academies Trust

### Gender Pay Reporting

31<sup>st</sup> March 2019

#### Introduction and Summary

There is a requirement for larger organisations to publish annually the Gender Pay Gap this includes Coastal Academies Trust. At the data capture points the Trust consists of 1 primary academy, 2 secondary academies and 1 grammar academy with a female workforce equating to 72.2% of all employees.

The information Coastal Academies Trust is required to publish is shown in the table below:

Median gender pay gap:	47.2%	
Mean gender pay gap	19.3%	
Quartile	Female	Male
Bottom	79.5	20.5
Second	81.1	18.9
Third	65.4	34.6
Top	62.9	37.1
Total	72.2	27.8

No bonus payments have been made to any staff.

As a responsible employer, Coastal Academies Trust is concerned that the gender pay gap is higher than what was reported last year (30.5%).

#### In summary:

- The headline median gender pay gap of 47.2% is higher than the previous year and higher than the 31.7% average pay gap across 471 academy trusts data who submitted data to 'school's week' in April 2018.
  - During the year up to April 2018 the number of teaching staff increased by 4 whereas the number of support staff increased by 29. This goes some way to explain the difference in the overall pay gap increase.
- Coastal Academies Trust has in place policies to ensure that equal work is rewarded equally. There is no evidence that women are paid less than men for doing the same job.
- A very high proportion of Education Support Staff are women, and these posts are mostly paid in the bottom quartile. If we were to exclude all Education Support Staff posts, then the Coastal Academies Trust median gender pay gap would be significantly reduced to below 10%.
- For Administrative, Catering, Cleaning and Premises staff in total, the median gender pay gap is negative with women have a higher median pay across these staff groups than men.

- Across the Trust, six of the top ten highest paid roles are filled by women. This is approximately in line with the gender balance of the trust's employees, which is 73% female and 27% male.

### **Education Support Staff**

These roles are term-time and largely or wholly during school hours. They are dominated by female members of staff. The pay rates for these roles are mostly in the bottom quartile. It may be that the preponderance of women in these roles is due to wider social and economic factors that are largely beyond the Trust's control.

### **Actions**

1. Ensure that Head Teachers, Senior Leadership Teams and staff carrying out recruitment are aware of the gender pay gap in the Trust.
2. The Trust has policies in place to ensure equal pay for equal value of work. These will continue to be reviewed and monitored.
3. Policies already in place to ensure fairness in recruiting (on the basis of gender and other protected characteristics) will continue to be reviewed.
4. The Trust will continue to review and publish gender pay gap statistics.
5. Ensure that the Talent Management Process does not discriminate on the basis of gender, and that the Trust is identifying and developing talent as fairly as possible.

## **APPENDIX: Glossary of Terms**

**MEDIAN:** this is the middle value of a set. For example, in the set of numbers 5, 5, 8, 12, 90 the median value is 8, as this is the middle value when they are put into size order. The median therefore is unaffected by particularly small or large outlying values.

**MEAN:** this is the normal average, the total divided by the count. For example, in the same set of numbers as above, 5, 5, 8, 12, 90, the total value is 120, which is then divided by 5 as there are 5 numbers, to give a mean of 24. Therefore the mean can differ considerably from the median, and can be affected by particularly small or large outlying values.

**QUARTILE:** the pay has been arranged by value from bottom to top, and split into four groups, so the quarter of staff members paid the lowest hourly rate are in the bottom quartile, and the quarter of staff with the highest hourly rate are in the top quartile.

**MEDIAN PAY GAP PERCENTAGE:** the Gender Pay Difference guidance stipulates that this is the difference between the median male pay and the median female pay, divided by the median male pay (and likewise for the mean.)

**RATES OF PAY:** the rate of pay is based on an hourly rate of pay. It is unaffected by being part-time or by working term-time only. It is based on the period to 31<sup>st</sup> March 2017.