



2019

# Gender Pay Gap Reporting

**Smart Multi Academy Trust**

Period Ending: 31<sup>st</sup> March 2019

## Gender Pay Gap Reporting

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 sets out our legal obligations to provide information on employee pay in relation to gender pay gap.

Data is gathered annually for the **year ending 31<sup>st</sup> March** and will be published on the Trust website and as specified by the Government within one calendar year, i.e. data for the year ending 31<sup>st</sup> March 2019, will be published no later than 31<sup>st</sup> March 2020.

**Six pre-determined calculations** are used to determine the difference between the average earnings of men and women working within our Trust. We use Payroll and Human Resources records to complete these calculations and ensure they are accurate. We do not share details of any individual employee earnings at any point during this reporting requirement. Employees can view and update their personal records using the Employee Services portal or by contacting Employee Services.

We use the **results of these calculations** to assess:

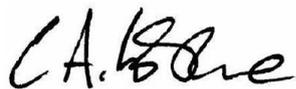
- the levels of gender equality in our workplace; and
- the balance of male and female employees at different levels; and
- how effectively talent is being maximised and rewarded.

Our Trust comprises of eight primary schools, each of which is an academy, and offers continuously high quality education and support to all of our children. To do this, we currently employ 131 teachers, supported by a further 218 staff across a number of disciplines. Our Trust takes huge pride in each and every member of our team, and as such seeks to pay all employees fairly for the work they do, regardless of gender or any other form of discrimination. We also support flexible and part-time working wherever we can to enable our team to better balance their lives a little. Our longer term challenge is to seek to eliminate any gender pay gap. This report sets out the current Gender Pay Gap and how we are addressing this. More information can also be accessed by:

- contacting our Central team; or
- contacting our Human Resources advisor(s); or
- reading our employee policies. For example - Pay, Flexible Working, Parental leave, Recruitment, Dignity at Work, Bullying & Harassment policy, Employee Appraisal

This report reviews data for the year ending 31<sup>st</sup> March 2019.

I confirm that our data has been calculated according to the requirements of The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 and is accurate.



**Colin Lofthouse**  
**Chief Executive Officer**

1 SMART Multi Academy Trust is an exempt charity and company limited by guarantee registered in England with company number 10257723. The company's registered office is: Wyndham Primary School, Montagu Avenue, Newcastle upon Tyne NE3 4SB.

## Gender Pay Gap

### **What is the legislation?**

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, all organisations listed at Schedule 2 to the regulations that employ over 250 employees are required to report annually on their gender pay gap. Other organisations with 250 or more employees will need to comply with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

### **What does gender pay gap mean?**

Gender pay gap is a high-level snapshot of pay within an organisation, showing the difference in average pay between men and women in a workforce. If an organisation has a particularly large gender pay gap, this may indicate that there may be some issues to resolve. The six individual calculations may help to identify where those differences arise from.

### **What are the six individual calculations used?**

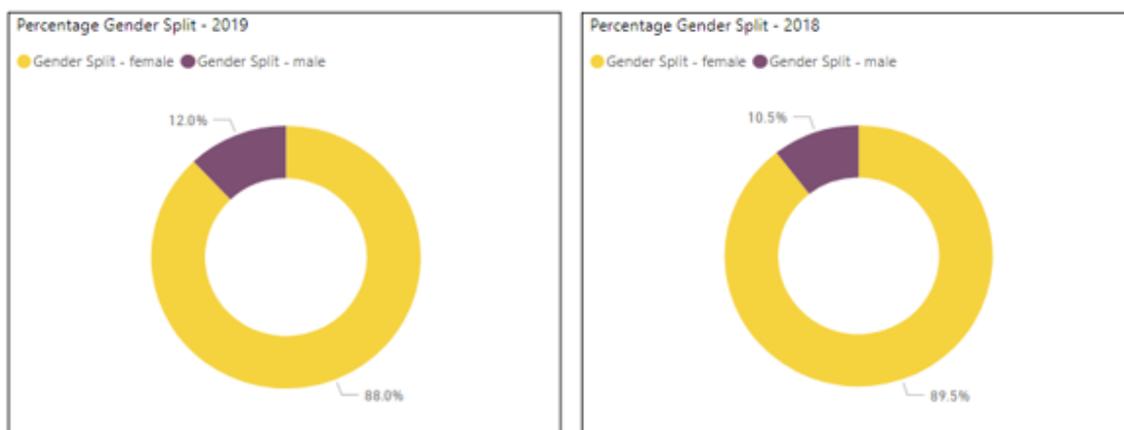
1. Mean gender pay gap in hourly pay
2. Median gender pay gap in hourly pay
3. Mean bonus gender pay gap
4. Median bonus gender pay gap
5. Proportion of males and females receiving a bonus payment
6. Proportion of males and females in each pay quartile

The results of the calculations are reported on pages three and four of this report.

## Our Gender Pay Gap for the year ending 31<sup>st</sup> March 2019

### **Total employee numbers**

At 31<sup>st</sup> March 2019, our Trust had 349 employees, of which 307 are female and 42 male. We have added 8 more employees during the year and our male employee numbers have increased by 6 (16.7%).



### Gender Pay gap in hourly rates of pay

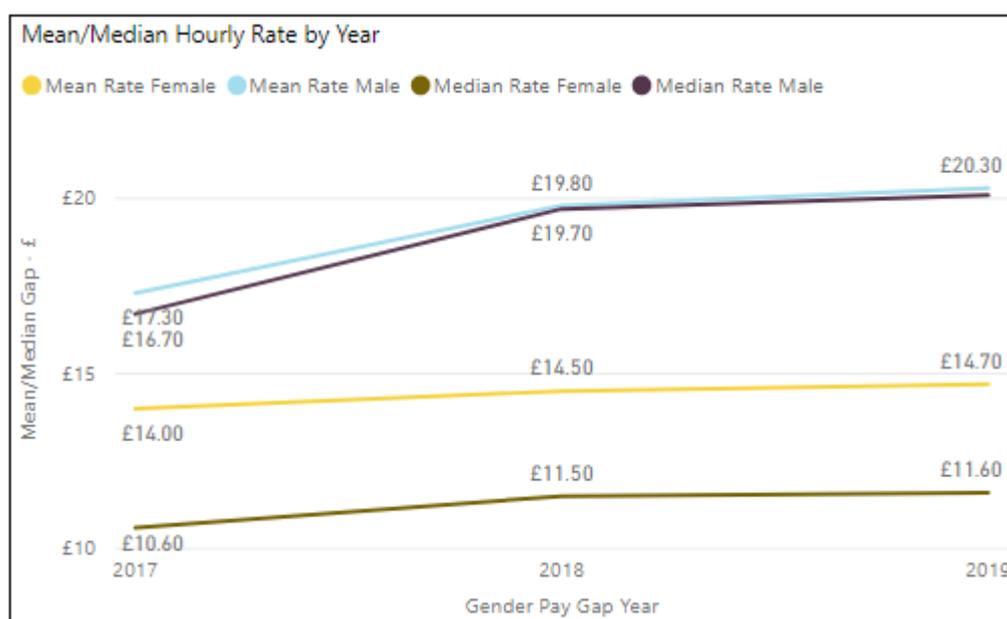
This covers calculations one and two of the six predetermined calculations, and is based upon the Gross Annual salary for an employee.

The *mean hourly rate* measures the difference between the average hourly rate of pay for male employees and for female employees.

The average female hourly rate of pay is £14.68 and the average male hourly rate of pay was £5.58 (27.6%) higher at £20.26. The gap between male and female employee hourly rates has increased by £0.26 per hour since our last report.

The *median hourly rate* measures the difference between the midpoint of the male hourly rate of pay and the female midpoint hourly rate of pay. The median female hourly rate of pay is £11.61 and the median male hourly rate of pay is £8.49 (42.2%) higher at £20.10. The gap between male and female hourly rates has increased by £0.32 per hour since our last report.

The graph below shows both mean and median percentage gap between female and male rates of pay, expressed as an hourly rate. Whilst the difference has increased in monetary terms, the profile remains largely unchanged.



### Gender Pay gap and Bonuses

This covers calculations three, four and five of the six predetermined calculations, and considers the *mean and median bonuses* paid to male and female employees.

Consistent with last period, no bonuses were paid to any employee so there is no data to report.

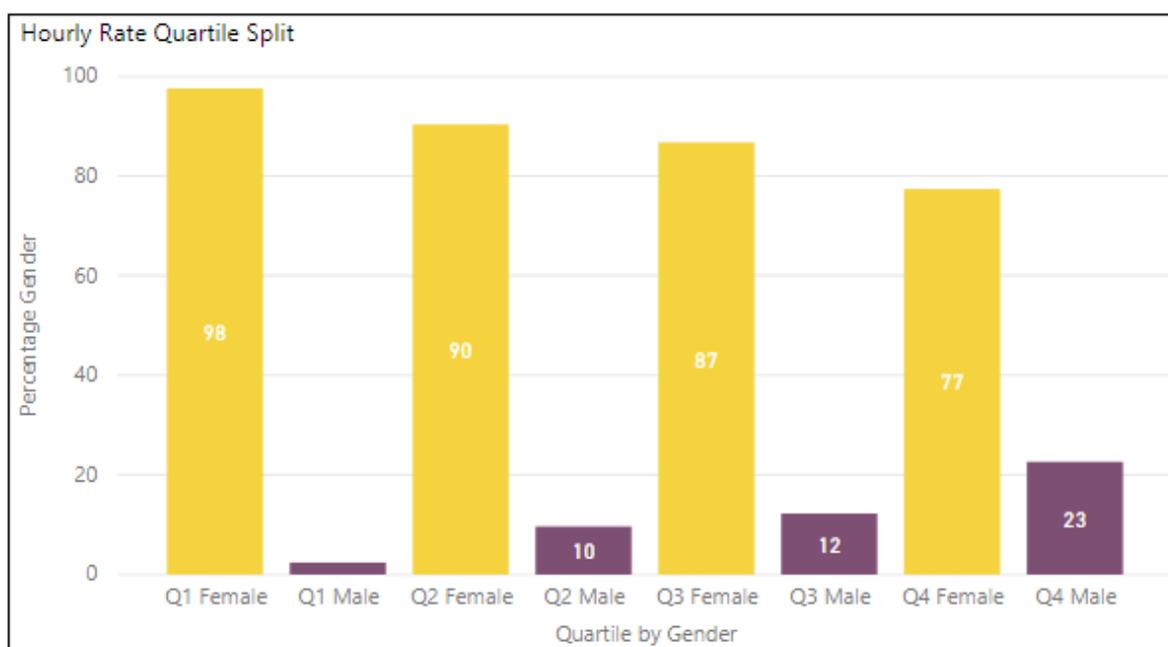
## Gender Pay gap and Pay Quartiles

This covers calculation six of the six predetermined calculations and considers the *proportion of male and female employees in each of four pay groups (or Quartiles)*. This is calculated by looking at all of our employees in the data captured and listing them from highest to lowest paid. That listing is then split into four equal quartiles, with Quartile 1 including our lowest paid employees and Quartile 4 including our highest paid employees.

The table below shows the highest and lowest hourly rate of pay in each quartile.

Hourly Rates per Quartile	Minimum per Hour	Maximum per Hour
Quartile 1	£8.73	£9.01
Quartile 2	£9.02	£11.98
Quartile 3	£11.99	£20.70
Quartile 4	£20.71	£47.37

The graph below illustrates the male and female split of employees within each Quartile.



## What does our data tell us?

The primary education sector as a whole historically employs higher numbers of women than men in all roles and our Trust follows this trend, as evidenced in our employee numbers, although we are pleased to note the *increase in the number of male employees* in the year.

Our gender pay gap is comparable to our previously reported information and the difference between our mean hourly rates, whilst slightly higher than last year, is largely unchanged.

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Both the [mean and median hourly rates](#) are notably lower for our female employees, driven largely by the fewer number of male employees overall and that those male employees tend to be in more senior or leadership roles within our schools. The hourly rate by quartile evidences this with significantly lower percentage of male employees within Quartiles 1 to 3.

It is noteworthy that the proportion of male employees within Quartile 4 has increased to 23% from 17%, resulting primarily from the short term appointment of male employees to interim CEO and CFO positions.

Our flexible employment offering also includes part time and term time only contracts of employment currently mainly taken up by our female employees.

Collectively, this has a significant impact on our gender pay gap and with a primarily female workforce a small fluctuation on a lower number of male employees, the gap appears large particularly if that change occurs within our more experienced teaching staff or school leadership teams.

Whilst this demographic split between male and female employees continues within the sector, with few male applicants for the lower grade roles, it is more difficult to reduce the gender pay gap. However, the Trust remains focussed on continuing to ensure that men and women are paid both equally and fairly for doing the same or similar work within our Trust.

### [What are we doing to address our Gender Pay gap?](#)

We continue to adopt [national pay scales](#) and adhere to prevailing terms and conditions of employment for both our teaching and support staff. Since our last report, we have also set-up a [Joint Consultative Committee \(JCC\)](#) to work closely with the representative bodies of our employees. We will always seek to pay fairly for all roles within our Trust.

Taking the lead from our school leaders we have reviewed, as a priority, our [Human Resources policies](#) in relation to leave of absence, staff appraisal, flexible working, pay and progression and many others to ensure clear guidance is available to all of our employees and our policies are fair to both full and part time employees. We will seek to redress any imbalance identified. Our recruitment process has also undergone notable improvement, but the decision to appoint remains driven by the calibre, experience and authenticity of an applicant.

We are keen to [improve progression](#) within the Trust and are placing emphasis on employee aspirations by engaging in Trust wide projects that offer additional development opportunities to our employees, whilst allowing them to also utilise their skills and grow in confidence making them “future ready” for new roles. We are supportive of employees representing the Trust externally and the learning they return with.

We continue to seek to be [innovative in our working practices](#), in particular to support employees with care responsibilities outside of the workplace, or for more those more senior roles where flexible working is often less practicable. In addition, we place significant emphasis on employee overall [wellbeing](#) especially around workload, ensuring we both monitor and understand employee absence, but primarily seeking to prevent absence wherever possible.