

Gender Pay Gap Report 2019

Published February 2020

Introduction

NEAT was set up as a multi-academy trust (MAT) in April 2017. A MAT is a single organisation set up as a strategic collaboration to improve and maintain high educational standards across a number of schools. Each school within a MAT is an academy.

Our MAT is mixed because it includes both schools that have a religious character and those that do not. We work closely with the Newcastle Diocesan Education Board about the governance of the trust and the performance of our Church of England school.

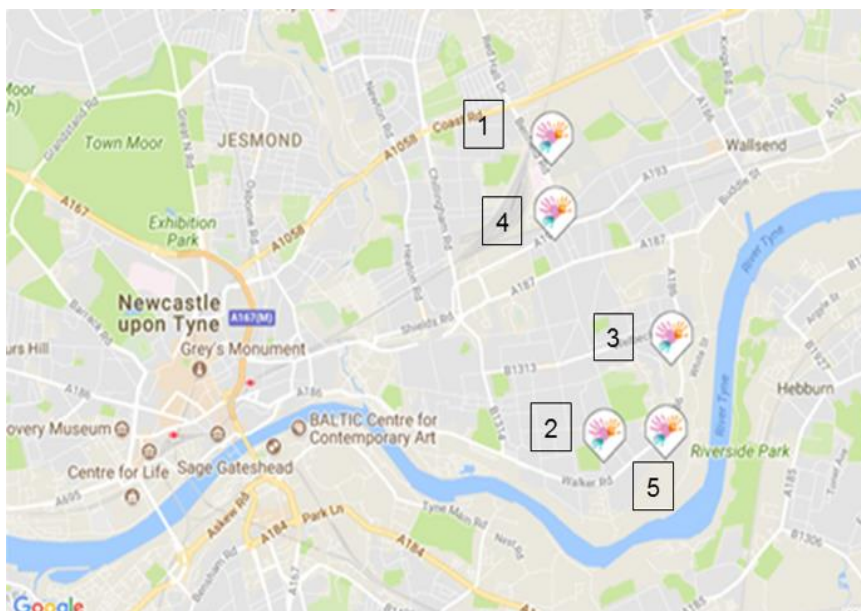
The trust directly employs 361 staff and in some of our academies there are also cleaning, caretaking and catering staff employed by external contractors.

Walkergate Community School is a designated teaching school and leads the Newcastle Teaching School Alliance, which includes all schools within NEAT and eight more primary schools within Newcastle.

NEAT also owns a trading subsidiary company, NEAT Active Limited, which employs 20 staff.

Our vision of what we want to achieve by 2021:

We belong to an innovative, sustainable trust working collaboratively with partners to share our vision and values that enables all learners within our influence to be well prepared personally, socially and academically for the next stage of their lives in a changing world.

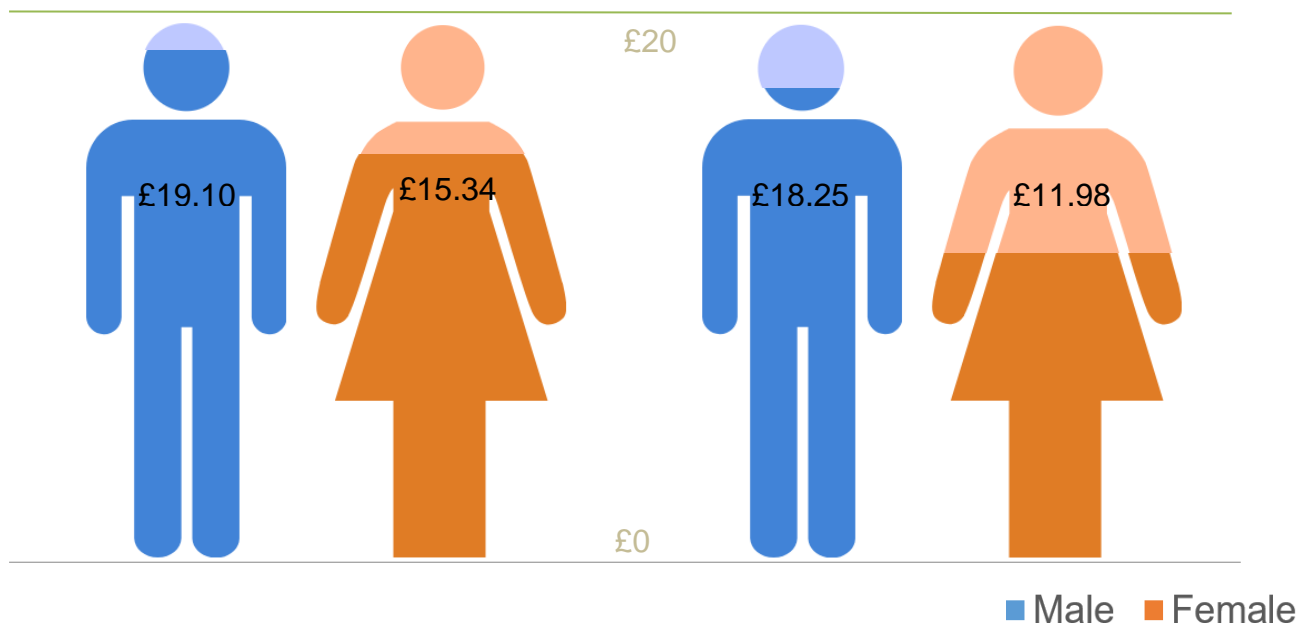


The five academies in NEAT are all in the NE6 postcode within Newcastle upon Tyne:

1. Benfield School
2. Central Walker Church of England Primary School
3. Tyneview Primary School
4. Walkergate Community School
5. West Walker Primary School

Our 2019 gender pay gap

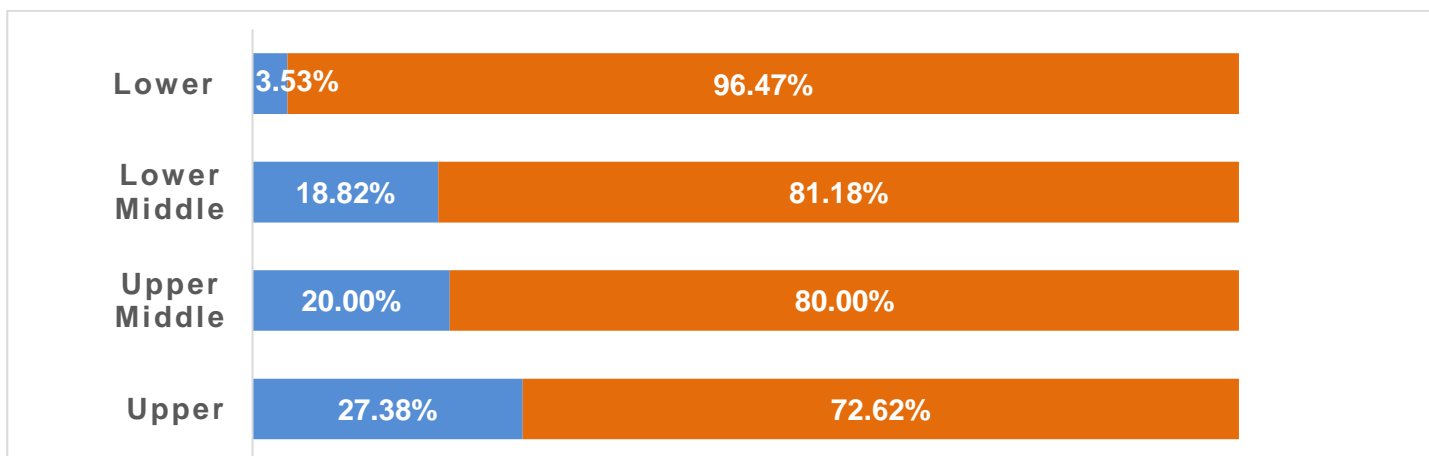
Mean and Median Hourly Rates and Pay Gap Percentage



The mean average male hourly rate was £19.10, the female average hourly rate was £15.34. This is a £3.76 difference

The median average male hourly rate was £18.25, the female average hourly rate was £11.98. This is a £6.27 difference.

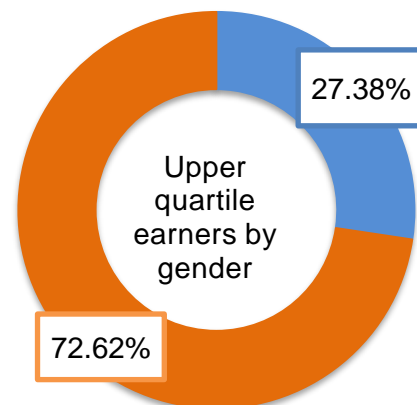
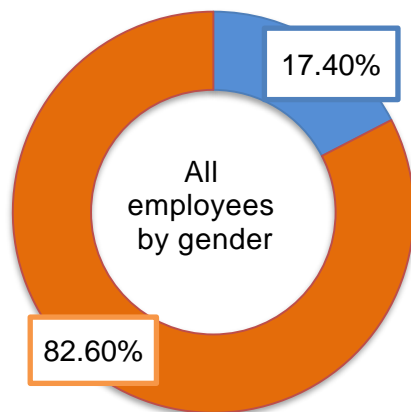
Gender Breakdown by Hourly Pay Rate Quartiles



What does our data tell us?

■ Male ■ Female

This is the second time that the trust has reported on its gender pay gap since NEAT was set up in April 2017. The data in this report is at 31st March 2019.



■ Male ■ Female

As a trust we now have more colleagues than ever; this growth has been through investing in additional resource for our existing schools. Whilst growing, we retained a similar proportion of male and female colleagues (82.60% female in 2019; 82.33% female in 2018).

Our gender pay gap looks comparable with our previously reported gender pay gap.

The difference between our mean hourly rates suggests that our gender pay gap has started to reduce (19.69% 2019; 21% 2018).

However, the median pay gap which is the difference between the midpoints in the ranges of hourly earnings of men and women has increased (34.36% in 2019; 30.01% in 2018). This measure takes all salaries in the sample, lines them up in order from lowest to highest, and picks

the middle salary. Potentially, it is a more representative measure of the pay gap it is not affected by outliers.

When compared with the data from last year, the biggest change is in the upper middle quartiles where we do now have 4.05% more women than in 2018 (80% 2019; 75.95% 2018).

We continue to ensure that men and women are paid equally for doing the same or similar work through the trust-wide pay policy for teachers and our transparent grading for support staff based on job evaluation. Therefore we do not believe that the gap in pay is a result of our pay structure, rather it reflects the different representation of women and men across roles within our trust and, more broadly, the education sector.



How are we addressing the pay gap?

It was the first time we reported last year and we have taken the following steps since publishing the 2018 data in March 2019:

1. We implemented a new payscale for support staff from April 2019 which aims to tackle low pay, most commonly experienced by female employees, and increased our lowest pay rate to match the voluntary UK Living Wage at the time.
2. We developed a new pay and conditions framework for the role of Chief Executive Officer from September 2019.
3. We reviewed HR policies (including leave of absence) and ensured these were supportive of employees with caring responsibilities, who are more likely to be female.

The following practical actions we are committed to progress:

- We already embrace opportunities for part-time and term-time working and need to consider how we can remove barriers to flexible working for more senior roles. We need to think creatively about how work is organised.
- We will review our recruitment practices.
- We are beginning to utilise management information that includes monitoring of workforce data

related to gender. We particularly need to understand more about the potential barriers for women to progress within the trust. For example, whether there is a gender imbalance in recruitment, turnover, appraisal outcomes, CPD opportunities or rewards and the impact of our policies on part-time employees and those with caring responsibilities.

We are also currently taking forward the following actions, which have a wider impact on equality across the trust:

- We have invested in specialist independent support to help us action plan around equality, diversity and inclusion.
- We have embedded being 'inclusive' within our values and behaviours and are looking to involve more of our colleagues in finding ways to ensure we live these values.
- We are taking steps towards a new approach to appraisal, which we hope will empower colleagues, enable a coaching culture and focus on opportunities for development.
- As part of our wellbeing-focused working group we will look to improve the experience of teachers returning to work from maternity leave and female senior leaders' workload.

Promoting equality, diversity and inclusion

A job share case study



“Before joining the trust, we were part-time members of the Senior Leadership Team at Central Walker Primary School and we had never imagined that it would be possible to become job share Headteachers. Through the guidance and support of an Executive Headteacher and the CEO of NEAT, we are now doing just that, jointly leading a successful school.

We promote a culture of work life balance and wellbeing where many of our leaders work part time or as job shares like we do.”

Dawn Day and Faye Kerr
Job Share Headteachers
Central Walker Church of England
Primary School

A message from the NEAT CEO



“Our common purpose and vision puts equality, diversity and inclusion at the heart of our trust, not only for our children and young people but also for our workforce.

Most of our employees are female and we recognise that, despite individual success stories, we need to do more to ensure that our diverse workforce is enabled to use their skills and experience to greatest effect to improve the life chances of all members of our trust community.”

Debi Bailey
Chief Executive Officer
NEAT

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