



**PONTEFRACT**

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ACADEMIES TRUST

**GENDER PAY GAP REPORT**

## Introduction

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, require 'specified public authorities' including multi academy trusts with 250 or more employees to report and publish gender pay gap information. This sets out statutory calculations every year showing how large the pay gap is between their male and female employees.

Pontefract Academies Trust ("the Trust") is legal employer for more than 250 employees. This means that it has been required to publish its gender pay information annually from 31 March 2018.

Further information on Gender Pay Gap Reporting can be found on the following link:

<http://www.acas.org.uk/index.aspx?articleid=5768>

The Trust follows the School Teachers' Pay and Conditions document and statutory guidance relating to the determination and rates for teachers pay. This is set out in the Trust Pay Policy which is updated each year. The Trust follows the National Joint Council (NJC) for scale point rates for support staff pay. The Trust adopted the recommended pay increases for both Teachers (September 2019) and Support Staff (April 2019).

The Trust employed 477 people at 31 March 2019 (2018: 545 people) of which 19% (2018: 16%) were male and 81% (2018: 84%) were female. The table below shows that 77 (64.7%) (2018: 96 (70.59%)) of employees who fall in the top quartile are female.

The mean and median hourly rates do not accurately reflect the gender pay equality in the Trust. Employment opportunities are open to all people regardless of gender and this is reflected in the proportion of females which fall within the top quartile and upper middle quartile. The nature of roles which fall within the lower quartile tend to attract females rather than males as they provide the opportunity for part time/term time only working.

## Pay quartiles

The table below reflects the number (percentage) of men and women in each pay quartile.

Quartile	Male		Female	
	2018	2019	2018	2019
Top quartile (highest paid)	40 (29.41%)	42 (35.29%)	96 (70.59%)	77 (64.7%)
Upper middle quartile	23 (16.91%)	31 (25.8%)	113 (83.09%)	89 (74.2%)
Lower middle quartile	18 (13.14%)	14 (11.8%)	119 (86.86%)	105 (88.2%)
Lower quartile (lowest paid)	8 (5.88%)	5 (4.2%)	128 (94.12%)	114 (95.8%)

*\* Quartiles are In the context of gender pay gap reporting, the four quartile pay bands are created by dividing the total number of full-pay relevant employees (that is, not the pay bands) into four equal parts. The intention is not to divide the pay range into four equal parts, but to ensure equal numbers of employees in each quartile.*

## **Pay and bonus gap**

The Trust did not pay any bonuses in the reference period.

## **Difference in hourly rate**

The mean hourly rate is the average hourly pay across the entire trust and therefore the mean gender pay gap is a measure of the difference between women's mean hourly rate of pay and men's mean hourly rate of pay. A positive % indicates the extent which women earn on average less per hour than their male counterparts.

**Mean: 37.5% (2018: 27.7%)**

The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly rate of the person in the middle; so the median gender pay gap is the difference between women's median hourly wage (the middle paid woman) and men's median hourly wage (the middle paid man).

**Median 54.7% (2018: 46.1%)**