



**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 employed 483 people at 31 March 2020 (2019: 477 people) of which 17% (2019: 19%) were male and 83% (2019: 81%) were female. The table below shows that 85 (70.83%) (2018: 77 (64.71%)) 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.

## Pay quartiles

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

Quartile	Male		Female	
	2019	2020	2019	2020
Top quartile (highest paid)	42 (35.29%)	35 (29.17%)	77 (64.71%)	85 (70.83%)
Upper middle quartile	31 (25.83%)	31 (25.62%)	89 (74.17%)	90 (74.38%)
Lower middle quartile	14 (11.76%)	13 (10.74%)	105 (88.24%)	108 (89.26%)
Lower quartile (lowest paid)	5 (4.2%)	3 (2.48%)	114 (95.80%)	118 (97.52%)

*\*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: 36.69% (2019: 37.48%)**

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 49.77% (2019: 54.67%)**

## Summary

Pontefract Academies Trust has a high percentage of female staff in both the Lower and the lower middle quartiles. This includes substantial numbers of Midday Supervisors, Learning Support Assistants, and Administration staff. A great many employees in these roles are part-time, and are often term time only positions which attract females with caring responsibilities. When we advertise to recruit to these roles, very few men apply, reflecting the patterns of employment in the sector. It is for this reason that the average pay of male employees within the Pontefract Academies Trust is higher than the average pay of female staff.

We will continue to monitor pay and reward within the Pontefract Academies Trust, including gender pay and equal pay, on a regular and ongoing basis so that all staff are treated fairly, irrespective of their gender in accordance with our commitment to equality and diversity.