

Coastal Academies Trust

Gender Pay Reporting

31st March 2018

Introduction and Summary

There is a new requirement for larger organisations to publish annually the Gender Pay Gap in their organisations. This includes Coastal Academies Trust.

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

Median gender pay gap:	30.5%	
Mean gender pay gap	19.2%	
Quartile	Female	Male
Bottom	82.9%	17.1%
Second	77.1%	22.9%
Third	69.2%	30.8%
Top	63.6%	36.4%

No bonus payments have been made to any staff.

As a responsible employer, Coastal Academies Trust is concerned that the gender pay gap is much higher than the national median of 9.1% in 2017. Therefore further work has been undertaken to better understand this figure and to identify if any actions are required to address the gender pay gap. There is no further legal requirement with regard to the gender pay gap, but because Coastal Academies Trust is committed to being a responsible and fair employer, we have taken the decision to also publish this report and action plan.

In summary:

- The headline median gender pay gap of 30.5% is higher than the national average of 9.1%.
- 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 7.3%. This would be below the national average, but Coastal Academies Trust believe this still needs addressing.
- For Administrative, Catering, Cleaning and Premises staff in total, the median gender pay gap is negative at -5.7%; women have a higher median pay across these staff groups than men.
- For Teachers and Head Teachers, the median gender pay gap is 8.2%.
- Across the Trust, seven 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.

The gender pay gap in the Trust is largely because of the very high proportion of Education Support Staff who are women. However, there is a gender pay gap for Teaching staff of 8.2% that is worthy of further investigation.

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.

Teaching Staff (including Head Teachers)

Expenditure on Teaching Staff is 75% of the Trust's total pay costs. The median gender pay gap of 8.2% suggests that the Trust has been relatively more likely to appoint men than women to better paid roles. Again, this may be in part because of factors outside the Trust's control, for example, parental leave may impact more on women's careers than on men's careers. However, as a responsible employer, the Trust is not satisfied merely with this assumption. Therefore, the following actions will be undertaken to ensure that the Trust is as fair an employer as possible, to help ensure fairness in all staff groups.

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 31st March 2017.