

Coastal Academies Trust

Gender Pay Reporting

Based on March 2020 Data

Introduction and Summary

There is a requirement for larger organisations to publish annually the Gender Pay Gap this includes Coastal Academies Trust (CAT). This involves carrying out six calculations that show the difference between the average earnings of men & women in the organisation, but does not involve publishing individual colleagues' data.

At the data capture points the Trust consists of 1 primary academy, 2 secondary academies and 1 grammar academy with a female workforce equating to 75.2% of all employees.

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

Median gender pay gap:		60.11%
Mean gender pay gap		28.41
% of staff per quartile Female/Male		
Quartile	Female	Male
Bottom	88.8	11.2
Second	82.7	17.3
Third	67.7	32.3
Top	61.7	38.3
Total	75.2	24.8

No bonus payments have been made to any staff.

The gender pay gap is higher than last year (54.4%). Coastal Academies Trust understand this is down to a number of factors set out in the summary below.

In summary:

- The headline median gender pay gap of 60.11 is higher than the previous year
 - During the year up to April 2020 the vast majority of staff employed were support staff rather than teaching staff who tend to be female. This goes some way to explain the difference in the overall pay gap increase.
 - The majority of staff in the lower pay quartiles is predominantly female therefore the gap between the 'average' female hourly rate of pay and the 'average' male hourly rate of pay is significantly affected.
 - Coastal Academies Trust supports staff with a number of family friendly provisions such as part time working, which our (predominantly female) employees choose to take advantage of.
 - The overall gender pay gap therefore reflects workforce composition rather than pay equalities.

- 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 below 10%.
- For Administrative, Catering, Cleaning and Premises staff in total, the median gender pay gap is negative with women have a higher median pay across these staff groups than men.
- Across the Trust as at 31st April 2020, six of the top ten highest paid roles are filled by women.

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.

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 2019. Teachers hrly rates are calculated by dividing the annual salary and dividing by 1265. Non-teaching staff hrly rates are calculated by taking annual salary divided by 365 multiplied by 7 and divided by 37.