

Gender Pay Gap Analysis Report 2020

The Trustees and leadership of The Priestley Academy Trust recognise the fundamental importance of narrowing and eliminating the Gender Pay Gap in all areas of the Trust's operations.

The Trust has a clear, written pay policy and gender plays no part in the assessment of salary grades. Salary grades are related to the nature of each role within the organisation, taking into account such things as job complexity, responsibility, staff supervision and education requirements.

Having considered the pay data for 2019, the Trustees feel that the reason for the higher MEAN and MEDIAN pay rates and the gender split in Quartile 1 is due, in the main, to the nature of certain jobs in the schools, particularly the assessed rates of pay for roles such as cleaners, mid-day supervisors, general administration staff and some classroom support assistants - these roles being mainly filled by female employees. The balance has improved since the sample in the previous year and this can be attributed to a) a greater number of apprentices being appointed of which a number are male and b) the effect of national pay awards which gave greater pay increases to those paid on the lower pay scales.

The Trustees consider the reason for the gender balance in Quartile 1 deviating from the overall workforce gender balance is that those contracts paid at the lower scales, being part-time and/or term-time only, provide work opportunities that are attractive to females who have accompanying childcare/family commitments and/or where they are the secondary earner in the household.

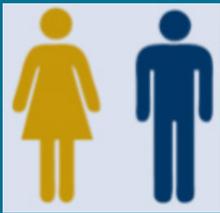
Notwithstanding the above, the Trustees will continue to work to provide greater opportunities for progression for staff in Quartile 1 and for achieving a gender pay balance that is more in line with the overall Trust employee gender balance. This includes supporting the training and development of staff so that they can achieve progression into higher pay quartiles. It is acknowledged however that if female staff moving into higher pay quartiles are replaced by other females (which for reasons previously stated is likely to be the case), this would not generally affect the gender balance in that quartile.

We are required to publish the results on our website and the the government website.

We will do this by 30 March 2020.

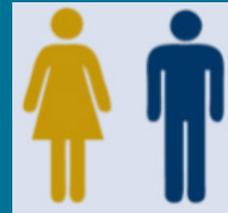
Gender pay reporting requires our organisation to make calculations based on employee gender. We have collated this data from HR and payroll records held on our systems.

We confirm that the following information has been prepared from our payroll data on the snapshot date and is an accurate record of The Priestley Academy Trust gender pay information.



Mean gender pay gap

Across the Trust the difference between the mean hourly pay of full-pay men and women is **19.92%**



Median gender pay gap

Across the Trust the difference between the median pay of full-pay men and women is **19.83%**



Proportion of males and females in each pay quartile

Lower: **10.10%** male, **89.90%** female
Lower-middle: **10.10%** male, **89.90%** female
Upper-middle: **18.18%** male, **81.82%** female
Upper: **14.90%** male, **85.10%** female

The gender balance of the workforce is **14.90%** male and **85.10%** female

Number of employees by gender is **59** male and **337** female

Context

The mean pay for male employees across the Trust is 19.92% higher than female mean pay, an improvement on the previous year (2018) which was 21.35%.

The median pay for male employees across the Trust is 19.83% higher than female median pay, which is a slight improvement on the 19.96% reported in the previous year.

As a Trust we also have to rank the workforce according to pay, from lowest to highest and then split the workforce into four groups with equal numbers of employees (99 employees in each quartile).

The lower quartile has a split of male:female employees of 10.10% male to 89.90% female (2018 being 4.63% male to 95.37% female). This is an improvement on the previous comparison taken on 31 March 2018 but is still a deviation from the gender split of the whole workforce which is 14.90% male to 85.10% female.

The lower-middle, upper-middle and upper quartiles have gender balances that, whilst not exactly in line with the gender balance of the total Trust workforce, give a more balanced distribution.

The split of the total workforce of male:female has changed from the previous year sample, with the percentage of males increasing.

Context of The Priestley Academy Trust key groups:

Trusts and schools are complex in their workforce and pay structures. The information below shows the mean gender pay gap for key groups:

Headteachers	-	-15.09% (ie the mean gap shows that the gap is 15.09% in favour of females)
Teachers	-	5.04%
Support staff	-	8.10%