



Gender Pay Gap report

March 2020

A vision for education based on wisdom,
hope, community and dignity

Introduction

Under the legislation launched in April 2017 for Gender Pay reporting (developed by the Government Equalities Office), in line with ACAS guidance and under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, and as an employer with over 250 employees, St Chad's Academies Trust is required to measure and report their gender pay gap for workers in scope as of 31st March 2020 ('snapshot' date).

This Trust report follows the absence of a GPR for March 2019 yet remains in line with the guidance received from Government Equalities Office (GEO) and the Equality and Humans Rights Commission (EHRC).

Context

Established in 2014, St Chad's Academies Trust is Diocesan Multi Academy Trust operating within one of the largest Dioceses in the country. The Trust is diverse and collaborative in its approach, operating within Sandwell, Stoke on Trent, Walsall, Wolverhampton, Telford & Wrekin, Stafford and Shropshire.

Our Trust succeeds and prides itself on true collaboration, system leadership and academy to academy support (Communities of Practice) rooted in our distinctively Christian foundations; spiritually, morally, socially, culturally, and academically. The Trust works effortlessly with the 17 primary, 1 Middle and 1 First academies within the Multi Academy Trust and continues to grow organically. The Trust employs 872 employees: 29.94% teaching staff and 70.07% support staff.

The 2020 snapshot now incorporates the central operational and executive team, following a TUPE transfer to the employment of St Chad's Academies Trust.

General Principles

The report involves carrying out six calculations that show the difference between the average hourly earnings of men and women in our organization;

- Mean gender pay gap in hourly pay
- Mean bonus gender pay gap (if relevant)
- Proportion of males and females receiving a bonus payment (if relevant)
- Median gender pay gap in hourly pay
- Median bonus gender pay gap (if relevant)
- Proportion of males and females in each pay quartile

It will not involve publishing individual employee's data.

The challenge in our organization and across Great Britain is to eliminate any gender pay gap.

The overall gender pay gap is defined as the difference between the mean (average) or median (actual midpoint) hourly rate of male and female employees.

The Trust supports the fair treatment of all staff, irrespective of gender through our transparent recruitment, pay policy and professional development processes and performance management.

The Trust's Gender Pay Gap Report is based on 'snapshot' data taken on the 31 March to include all Trust employees: teaching and support (including central function). Whilst a gap is shown, this is relatively in line with the education sector as a whole and other multi academy trusts (MATS).

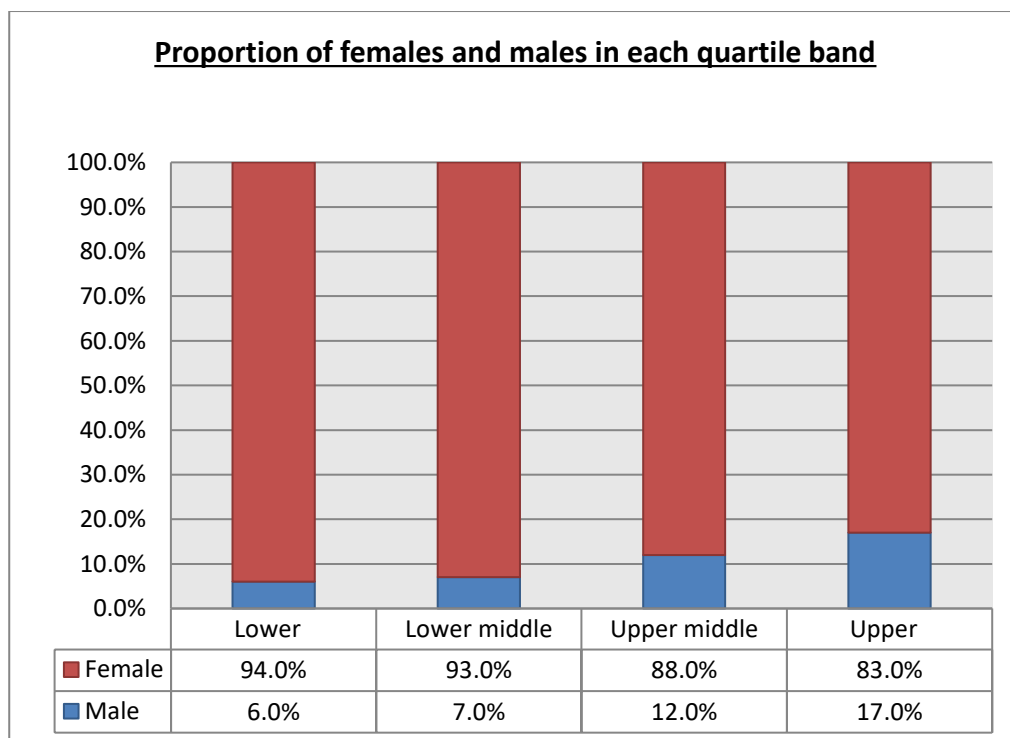
We are confident that all our staff are paid appropriately and against national pay ranges; pay scales for teachers and support staff are set nationally, following Union consultation and not at academy or Trust level.

St Chad's Academies Trust Gender Pay gap information

Having reviewed the gender pay gap information for St Chad's Academies Trust is as follows;

- The mean gender pay gap is 22.5% (a decrease of 2.5% on March 2018)
- The median gender pay gap is 33.4% (a decrease of 0.6% on March 2018)
- Mean and Median Bonus gap; St Chad's Academies Trust does not pay bonuses to its employees

Proportion of males and females in each quartile band;



Underlying causes of our Gender Pay Gap

The Trust is confident that our gender pay gap is not caused by paying men and women differently for the same equivalent work/ salaries the roles attract; the Trust believes the gap is affected by workforce distribution and workforce make-up in the primary education sector.

Overall female employees make up 89.1% of our workforce and the greater proportion of the part time/ term time roles. Yet they also represent 70% of the top ten paid employees in the upper quartile; female employees have a much higher % in all quartiles.

The Trust's workforce is significantly made up of female employees, carrying out duties which are predominantly undertaken by women requiring a flexible or part-time approach to hours and term time employment.

When calculating the gender pay gap within the education sector, it should be noted that the Trust recognizes teacher's terms and conditions (School Teachers Pay & Conditions Document) and term time only workers, which has an adverse impact on the overall gender pay gap.

Supporting gender equality in St Chad's Academies Trust

The Trust continues to;

- Successfully recruit and retain apprentices of both genders through the utilization and incorporation of the apprenticeship levy – upskilling employees to promote and maximize capability;
- Newly Qualified Teacher support and induction.
- Access to Subject Leaders in Education, National Professional Qualifications for middle leaders, senior leaders, Principals and Executive Principals;
- Working in collaboration, an in-house bespoke programme for those new to subject leadership across the Trust;
- Monitoring positions across all quartiles through periodic staffing structure reviews and remodeling, where required, and;
- Appropriately and consistently grade positions irrespective of gender and in line with agreed evaluation scheme; equal pay for equal work.

This operational perspective continues to enhance the Trust's vision for a transparent, equal, diverse and inclusive employer of choice, incorporating succession planning and enhancement of its workforce through open, fair and equitable recruitment and retention practice, thus sustaining and future proofing the Trust's vision and values;

"St Chad's Academies Trust thrives from the rich diversity of each other's communities, working together, seeking the common good, raising standards and working for equality and hope for all."

"Children First."

I can confirm that the information collated in this report has been drawn from our payroll provider and is an accurate reflection of the position relating to gender pay in our academies.

Zoe Heath – Director of Operations, March 2020

Signed on behalf of the trustees of St Chad's Academies Trust



Sue Wedgwood, St Chad's Academies Trust CEO,

February 2022