



# Gender Pay Gap report

March 2021

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 31<sup>st</sup> March 2021 ('snapshot' date).

This is our fifth-year reporting Gender Pay.

## **National context**

It is yet to be established what impact the COVID-19 pandemic and the UK Government Furlough Scheme will have on pay nationally. Whilst there has been disruption to people's pay nationally during the various lockdowns, the Trust has continued to pay our staff throughout, due to the critical role the education sector has played during the pandemic and the effective budgetary management of staffing profiles.

Throughout the pandemic the Trust recognized the conditions outlined in both the Burgundy and Green book in respect of the management of sickness absence as a direct result of the pandemic, which supported employees, whilst mitigating detriment to their sickness entitlement and basic pay.

## **Trust 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 work force comprises 35.9% teaching staff and 65.1% support staff.

Our figures show an improvement through a decrease in the mean and median %, and whilst this is a positive viewpoint, the reduction lends itself to the management/ use of casual employees during the pandemic.

Through the implementation of COVID-19 Risk Assessments, virtual/ remote working, and lockdowns casual staff were not required to support the academies as actively in previous years.

In line with the GPG guidance - [The gender pay gap data you must gather - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/the-gender-pay-gap-data-you-must-gather) employees with irregular working hours, who have not worked during the 3 months period (12 weeks) up to the snapshot date, have not been included in our calculations.

## **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, incorporating but not limited to:

- Principal and Business Manager forums; encouraging networking and collaboration opportunities
- Quality Learning Circles bringing together specialists, leaders, and middle leaders to develop succession planning and future proofing
- Communities of Practice networks within geographical areas to support best practice networks for all employees at all levels, both teaching and support
- Fair access to development opportunities, talent management pathways and apprenticeships

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).

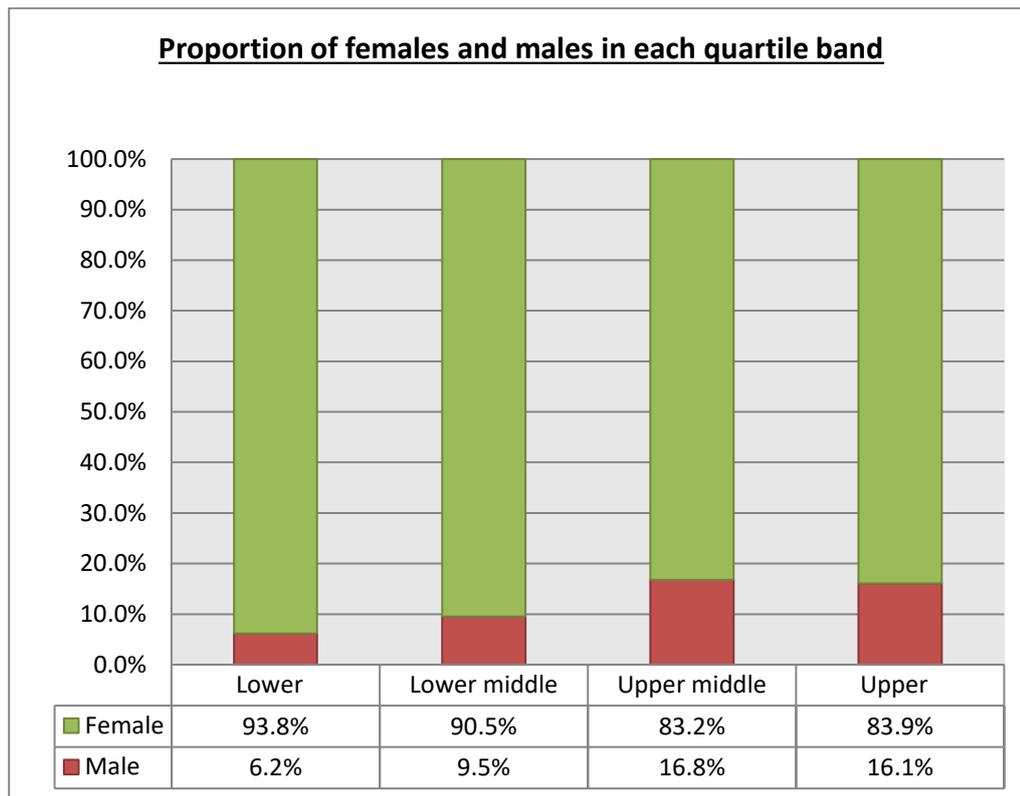
We are confident that all our staff are paid appropriately and in line with the education sector through following national teacher's terms and conditions (School Teachers Pay & Conditions Document) and support staff (National Joint Council). This process includes annual reviews by the School Teachers Review Board, NJC and Union consultation prior to adoption by the Trust, on behalf of its academies.

#### **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 19.81% (a decrease of 2.69% on March 2020)
- The median gender pay gap is 31.29% (a decrease of 2.11% on March 2020)
- Mean and Median Bonus gap; St Chad's Academies Trust does not pay bonuses to its employees

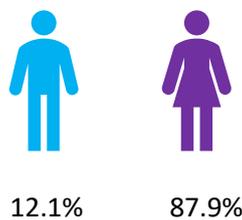
Proportion of males and females in each quartile band;



**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, where a flexible approach to hours and positions supports employees with other personal responsibilities.

Overall female employees make up 87.9% of our employees and the greater proportion covered in the Lower and Lower Middle quartiles, who are in essential support roles such as cleaning, catering, lunchtime supervisors, teaching support, and administration. These roles aide a productive, efficient, and effective education and administration working environment, yet are also predominantly part time and term time.



However, women employed also represent most of our higher paid roles (Upper quartile) such as, teachers, school leadership staff, Principals, Executive Principals and central support teams, roles which are paid all year round and are often full time. Our figures show 80% of the top ten paid employees in the upper quartile are female employees.

**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;

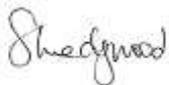
*"St Chad's Academies Trust thrives from the rich diversity of each other's communities, working together, seeking the common good, raising standards and working for equality and hope for all."*

*"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 2021

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



**Sue Wedgwood, St Chad's Academies Trust CEO,**

**Feb 2022**