



**NORTHUMBERLAND  
CHURCH OF ENGLAND  
ACADEMY TRUST**

**GENDER PAY GAP REPORT 2024**



# SUPPORTING

## STATEMENT

Northumberland Church of England Academy Trust (NCEAT) is a Multi Academy Trust based in South East Northumberland.

Comprising of 9 schools spanning primary, secondary, further education, and special educational needs, our Trust is committed to cultivating an inclusive and diverse learning environment grounded in Christian values. Our principal goal is to develop well-rounded individuals who, guided by our proficient educators and support staff, can smoothly transition to higher education or the workforce.

Recognising that our most valuable asset is our people, every individual within our Trust, irrespective of their role, contributes significantly to our team and overall achievements. To ensure excellence for our students, we prioritize having a content, well-trained and motivated staff.

Our current initiatives are designed to support female members within the trust by:

- Offering occupational maternity and parental leave benefits that surpass statutory requirements.
- Providing flexible working arrangements for eligible staff members.
- Offering on-site nursery services for employees with children under school age.

# GENDER PAY GAP

## R E P O R T

The Northumberland Church of England Academy Trust is required by law to publish an annual gender pay gap report in order to show the pay gap between male and female employees.

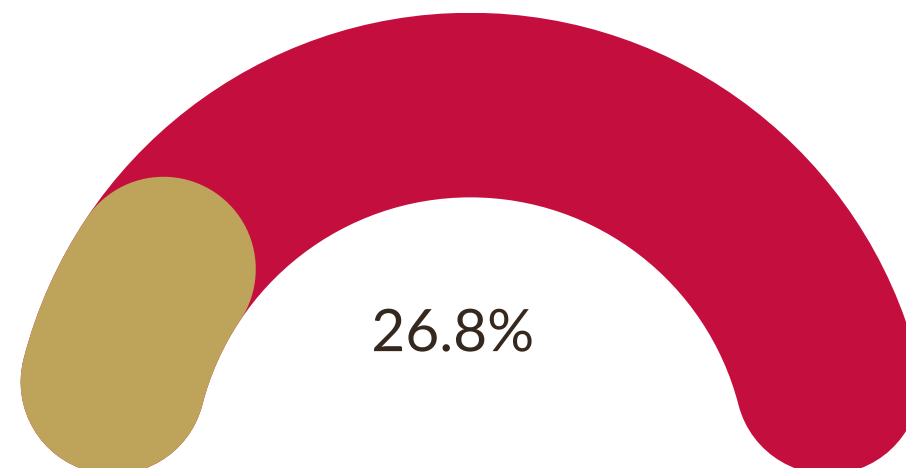
The Trust will ensure that we do not discriminate against employees on the basis of age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, religion or belief, sex or sexual orientation. The Trust uses national pay scales for teachers the agreed pay scales from the National Joint Council for support staff. All pay progression is based on length of service and performance.

This is the gender pay gap report for The Northumberland Church of England Academy Trust for the snapshot date of 31st March 2023.

The report is based on a headcount of 440 employees and a total of 463 contracts held. The total proportion of men to women in the trust at the point of the snapshot date was 13.61% men and 86.39% women.

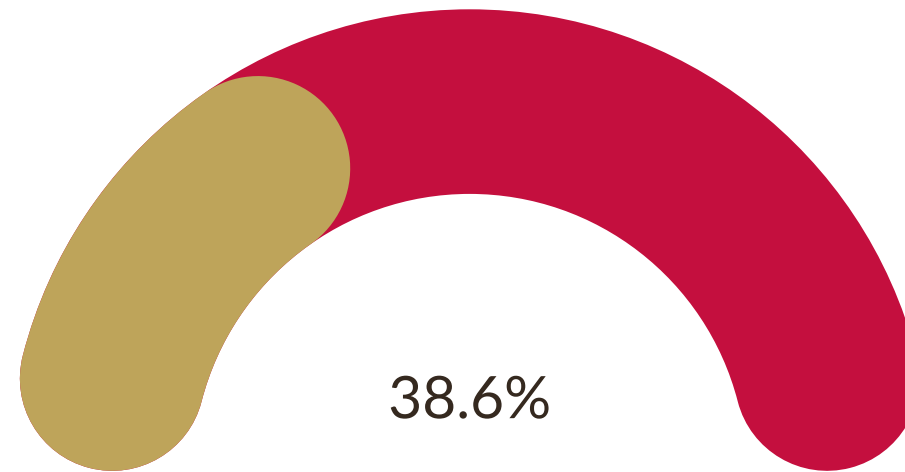
## MEAN GENDER PAY GAP

Our mean gender pay gap is currently 26.8%, which remains consistent with the previous year's report.



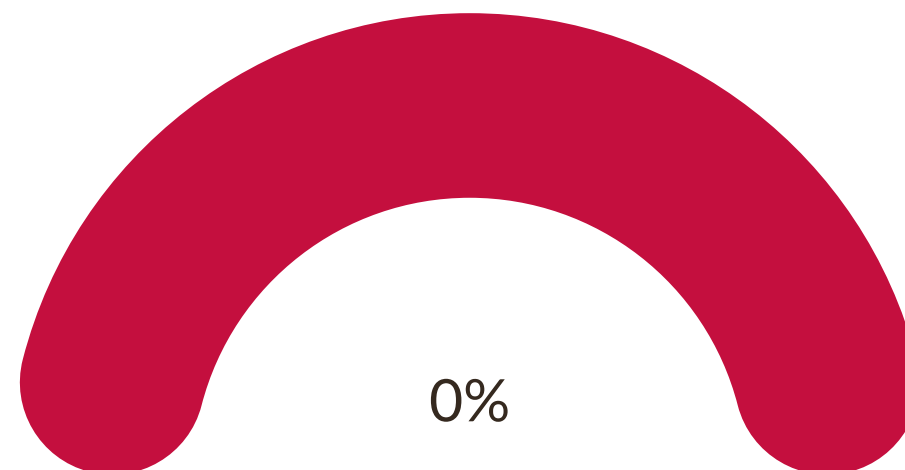
## MEDIAN GENDER PAY GAP

We are pleased to see our median gender pay gap is 38.6%, a decrease of 3.3% from the previous report.



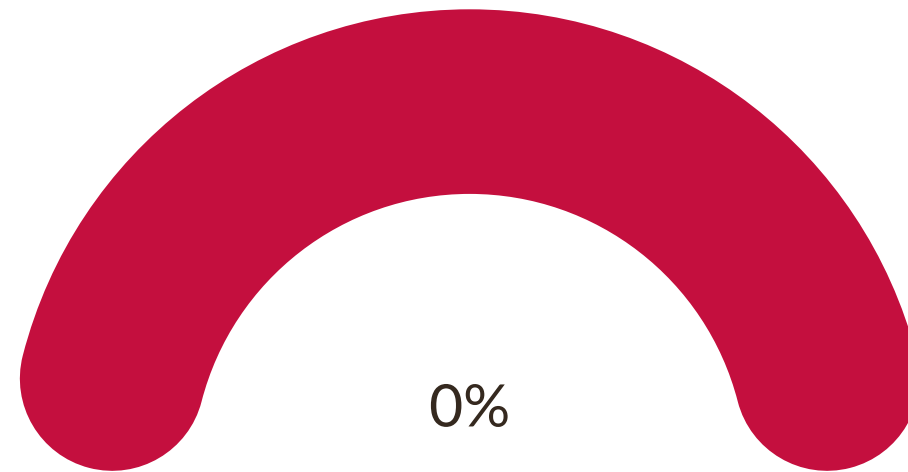
## MEAN BONUS GAP

The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees. No bonuses were paid in this period or the previous period.



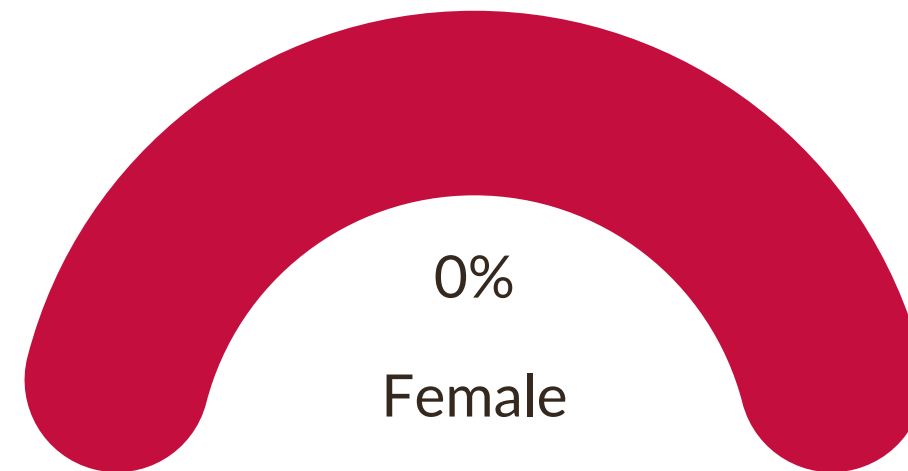
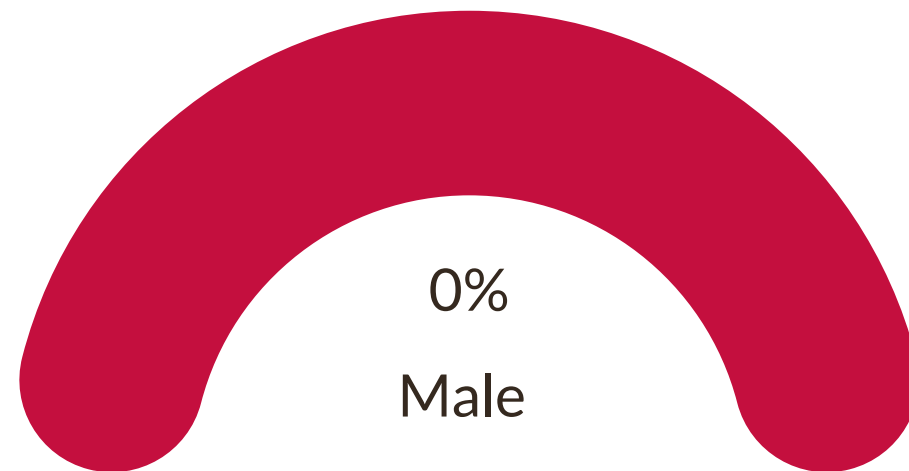
## MEDIAN BONUS GAP

The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees. No bonuses were paid in this period or the previous period.



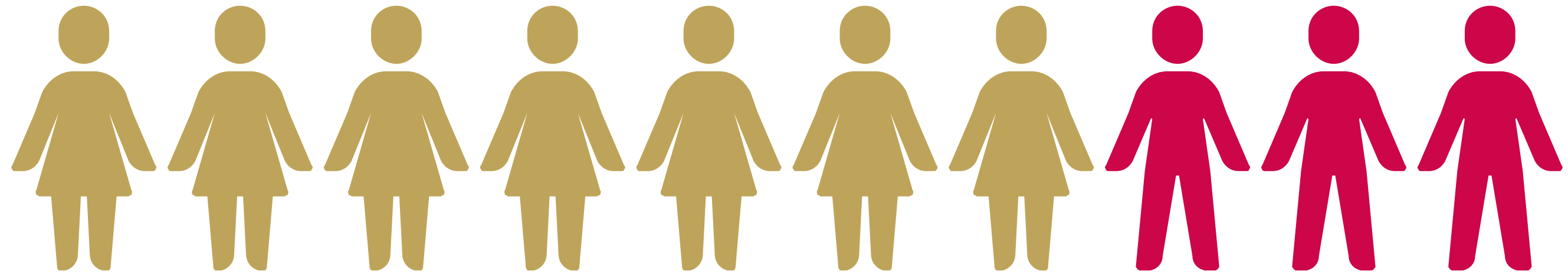
## BONUS PROPORTIONS

The proportions of male and female relevant employees who were paid bonus pay during the relevant period. No bonuses were paid in this period or the previous period.



# EXECUTIVE LEADERSHIP TEAM

Our Executive Leadership Team (ELT) consists of 73% females and 27% males. Among our headteachers, 6 are female, with both our Primary Director and EYFS Director also being female.



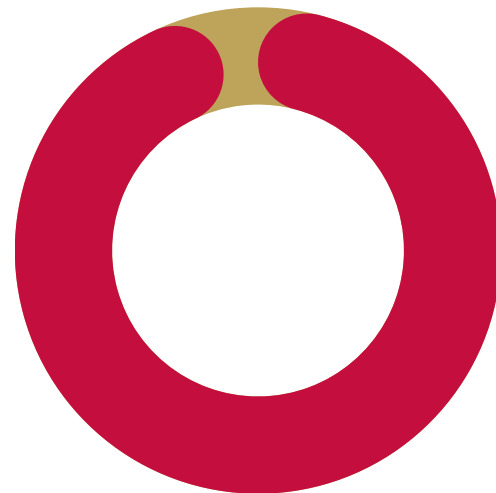
# QUARTILE PAY BANDS

Females are the majority workforce across all four of the pay quartiles. Females make up 84% and 77% of the upper middle and upper quartiles respectively, demonstrating our commitment to ensuring a representation of females within leadership roles.

Whilst the trust has a high proportion of women in all quartiles, the percentage of male staff working in teaching roles is more than two times the percentage of male staff working in support roles and, given that teaching staff tend to earn a higher hourly rate than support staff, this explains our gender pay gap.

## LOWER QUARTILE

Female 97%  
Male 3%



## LOWER MIDDLE QUARTILE

Female 88 %  
Male 12 %



## UPPER MIDDLE QUARTILE

Female 84 %  
Male 16%



## UPPER QUARTILE

Female 77%  
Male 23?%



# LOOKING TO

## THE FUTURE

As part of our continuous development plan to "invest in our people," we are dedicated to appreciating and developing our staff, committed to ongoing improvement, and aspiring to be the employer of choice.

Our focus is on creating a people strategy that outlines how we can support, develop, and empower our staff to reach their full potential.

We are resolute in addressing the gender pay gap by enhancing our people strategy. This strategy will detail how we can support and develop our staff, improve our recruitment and selection processes, and create more opportunities to enhance and retain the position of female staff within the Trust.







## CONTACT US



01670 816111



[admin.mat@ncea.org.uk](mailto:admin.mat@ncea.org.uk)



<https://www.ncea.org.uk/>



Academy Road, Ashington, NE63 9FZ