

## Arden Multi Academy Trust Gender Pay Gap Reporting

Arden Multi Academy Trust is an equal opportunities employer.

We support the fair treatment of all staff, irrespective of gender through our transparent policies including the Equality Policy and the Safer Recruitment Policy

Arden Multi Academy Trust has 289 employees. 194 (67%) are female and 95 (33%) are male. We are a flexible employer and offer a Flexible Working Policy to all employees. In addition we have observed that female staff tend to be more attracted to term time only working (39 weeks per year).

Gender Analysis at 31.03.17		No Employees	Mean Pay Gap	Median Pay Gap	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Arden Multi Academy Trust	Teaching Staff	108 F	12.37% lower for females	0% lower for females	66% F	64% F	75% F	41% F
		68 M			34% M	36% M	25% M	59% M
	Support Staff	86 F	14.55% lower for females	4.13% lower for females	86% F	75% F	75% F	31% F
		27 M			14% M	25% M	25% M	69% M
	Total	194 F	22.95% lower for females	21.25% lower for females	79% F	67% F	67% F	56% F
		95 M			21% M	33% M	33% M	44% M

**No bonuses were paid to any member of staff for the reporting period.**

We use pay scales for all teaching staff that are aligned to the School Teachers' Pay and Conditions document which is reviewed on an annual basis. For non-teaching support staff we use the pay scales set by the NJC (National Joint Council for Local Government Services). Staff move through the pay scales their grade based on a thorough and robust appraisal process, meaning earnings are based on performance outcomes, irrespective of their gender.

We have analysed this further and looked at the figures for teaching staff and support staff separately. The pay gap reduces significantly when split into groups with the same pay grading systems. Whilst the overall median pay gap is 21.25% lower for females amongst all staff the 0% median pay gap for teachers would indicate equal pay between males and female teachers within the Trust. Teachers represent over 60% of the total workforce within the Trust. Encouragingly the median pay gap for support staff is only 4.13% who represent nearly 40% of the total workforce.