



Arden Multi Academy Trust Gender Pay Gap Reporting

Arden Multi Academy Trust is committed to ensuring that there is equality across the organisation and to providing all employees with equal opportunities.

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

Our 2018 gender pay gap report

Arden Multi Academy Trust is required by law to carry out gender pay gap reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out six calculations that show the difference between the average earnings of men & women in our organisation, but does not involve publishing individual colleagues' data.

We are required to publish the results on our own website and to a government website <https://gender-pay-gap.service.gov.uk/> where the results from other organisations can also be viewed.

Gender pay reporting requires us to make calculations based on colleague gender, and their pay during March 2018. We have done this by using our existing payroll records, and following the approach to reporting set out in government guidance. We can use these results to assess the levels of gender equality in the Trust, in relation to pay, and the balance of male and female employees at different levels.

This is our second annual report. Between the 2017 and 2018 reporting dates one new academy joined the Trust, increasing our colleague numbers by 119. This needs to be kept in mind when making year-to-year comparisons.

Within the Trust 65% of our staff are female and 35% are male. Men and women are paid equally for doing equivalent jobs across the Trust. We use pay scales based on the School Teachers Pay & Conditions Document, and for support staff each academy follows the pay scales set by the NJC. Pay scales and grades are based on a thorough and robust appraisal process; earnings are based on performance outcomes, irrespective of their gender.

We are a flexible employer and offer a Flexible Working Policy to all employees. The majority of the support roles in the Trust are part-time, either aligning closely with the hours of attendance of pupils or for part of that time eg. 39 weeks per year. We have observed that female staff tend to be more attracted to term time only working with some support staff opting for junior part-time, term time only roles such as lunchtime supervisors. Whilst this impacts on average salaries, it is a factor that influences the decision of applicants and the continuation of employment from staff.

In accordance with the reporting requirements, we report overleaf the mean gender pay gap and the median pay gap.

We are pleased to report that the gender profile of the upper quartile which includes senior roles within the organisation is split equally at 50% female and 50% male.

Gender Analysis at 31.03.18		No Employees	Mean Pay Gap	Median Pay Gap	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Arden Multi Academy Trust	Teaching Staff	155 F	13.7%	7.1%	68% F	62% F	73% F	42% F
		98 M			32% M	38% M	27% M	58% M
	Support Staff	109 F	12.3%	-5.6%	69% F	72% F	76% F	34% F
		45 M			31% M	28% M	24% M	66% M
	Total	264 F	19.6%	24.7%	74% F	69% F	68% F	50% F
		143 M			26% M	31% M	32% M	50% M

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

Action taken since last year

Arden Multi Academy Trust has undertaken further analysis to understand its gender pay gap. It has reviewed the [Government Equalities Office recommendations](#) and has already taken the following actions:

- Our leadership development programmes support women with leadership potential to develop the skills and competencies to secure school leadership roles
- A review of recruitment processes across the Trust to ensure there is structure and a transparency to the process

Next steps

We are continuing to review our recruitment and pay processes to make improvements which consolidate good practice and may assist with narrowing the gender pay gap longer term.