



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 2020 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 2020. 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 third annual report. Due to the coronavirus pandemic there was no requirement to submit a report for last year.

For this snapshot date of 31st March 2020 it's worth noting that the number of staff within the Trust has increased since the last return due to:

- All catering staff now being employed within the Trust following a TUPE process; 96% of which are female employed at the lower end of the pay scale;
- Henley in Arden School joining the trust on the 1st April 2019.

Within the Trust 69% of our staff are female and 31% are male; this is a 4% increase in the number of females employed since the last submission primarily due to the fact that the Catering staff have been taken in-house and are 96% female employees. 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 gender.

We are a flexible employer and offer a Flexible Working Policy to all employees. In addition to maternity and paternity leave, shared parental leave is offered and encouraged.

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 and catering assistants. Whilst this impacts on average salaries, it is a factor that influences the decision of applicants and the continuation of employment from staff. There are examples within the Trust, of staff progression where staff employed as lunchtime supervisors (minimal hours/pay) progress to other roles within the Trust eg. Learning Support Assistant/Admin roles when they make the personal decision to apply for a role with more hours and increased responsibility.

In accordance with the reporting requirements, we report below the mean gender pay gap and the median pay gap. It is, however, important to note that:

The way that pay is calculated is different for Teaching and Support staff:

Support Staff hourly pay calculation is FTE Salary / 52wks / 37hrs

Teaching Staff hourly pay calculation is FTE Salary (inc allowance) / 1265 directed hours

Therefore:

1. Where a Teacher and Support both earn the same FTE Salary, for the purposes of the report the teacher notionally earns **60% more**
2. Teaching Staff average pay is **2.6x higher** than Support when calculated using the guidance
3. Females make up 77% of support staff - when all staff are added together these lower paid female support jobs really exaggerate the overall pay gap

Gender Analysis at 31.03.20		No Employees	Mean Pay Gap	Median Pay Gap	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Arden Multi Academy Trust	Teaching Staff	191 F	10.6%	3.4%	66% F	69% F	62% F	52% F
		116 M			36% M	30% M	38% M	48% M
	Support Staff	204 F	10.8%	2.0%	74% F	81% F	82% F	70% F
		62 M			27% M	18% M	18% M	30% M
	Total	395 F	22.5%	32.1%	77% F	77% F	66% F	55% F
		178 M			23% M	23% M	34% M	45% 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; safer recruitment training extended to additional staff within the Trust. During the recruitment process actions that have been highlighted by the Government Equalities Office as proven to reduce the gender pay gap are actively used:
 - Skill-based assessment in recruitment where candidates perform tasks they would be expected to perform in the role for which they are applying eg. teachers teaching or administrative staff carrying out computer tasks
 - Structured interviews for recruitment and promotions where all candidates are asked the same questions in a predetermined order and format
 - Salary ranges are communicated in all adverts
 - Transparency in promotion, pay and reward processes - a clearly outlined appraisal process is communicated to all where objectives are SMART and employees are clear about what is expected in 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.