



Academy
Transformation
Trust

GENDER PAY GAP REPORT

2019

Contents

1. Introduction.....	3
2. Mean & Median Outcomes.....	4
3. Comparison to Last Year.....	5
4. What are the underlying causes of ATT's gender pay gap?.....	6
5. How does ATT's gender pay gap compare with that of other organisations?	6
6. Bonus pay gap	7
7. How are we supporting gender equality in the Trust?	7
8. Key points of progress	8



1. Introduction

Academy Transformation Trust (ATT) is required by law to publish an annual gender pay gap report.

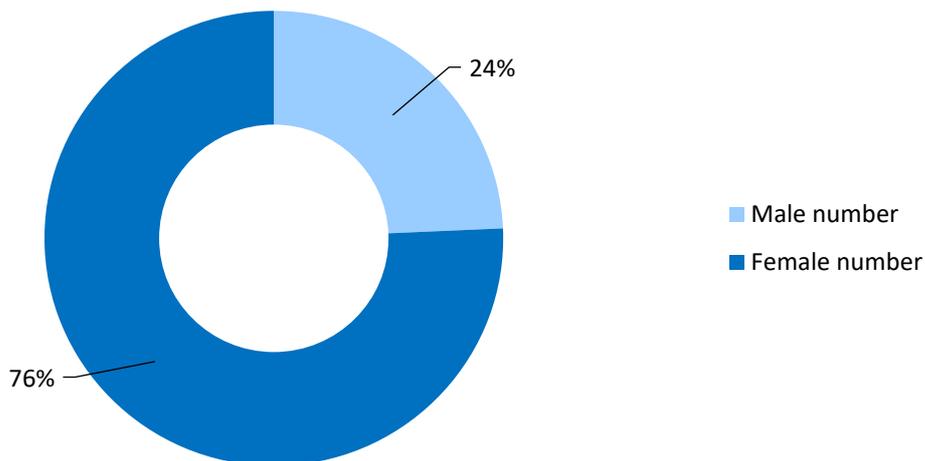
ATT is an equal opportunities employer. We support the fair treatment of all staff, irrespective of gender through our transparent recruitment, pay, and professional development processes.

We use pay scales for all teaching staff. These are aligned with the minimum and maximum of each pay scale (including fringe rates in applicable academies) within School Teachers Pay and Conditions Document, which is reviewed annually. Non-teaching staff pay scales are set by National Joint Council for Local Government Services. We apply these pay scales within our academies, (including outer fringe rates in applicable academies). Staff can progress through the pay scales based on their performance following a robust process, meaning that earnings are determined by performance outcomes irrespective of gender.

The percentage split of male and female employees is: 75.7% female, 24.3% male.

This is the Gender Pay Gap report for the snapshot date of 31st March 2018.

Overall population at Academy Transformation Trust



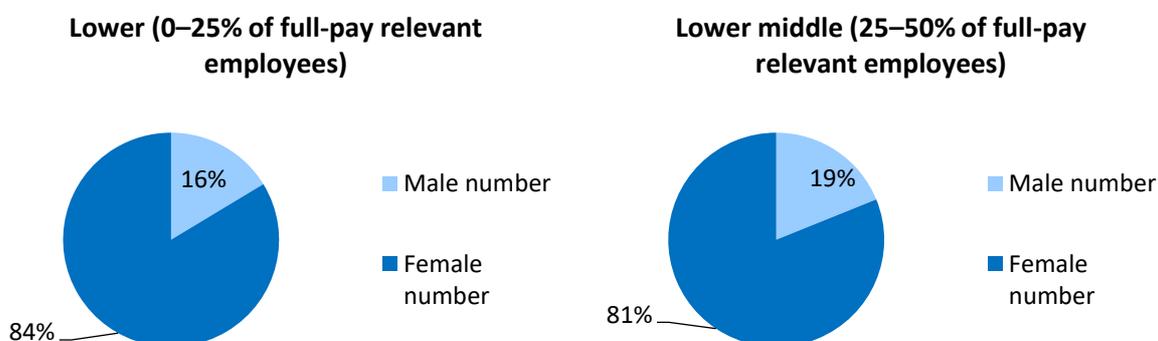
2. Mean & Median Outcomes

- The **mean** gender pay gap for hourly pay is **19.5%**.
- The **median** gender pay gap for hourly pay is **24.6%**.
- The **mean** gender bonus gap is **9.1%**.
- The **median** gender bonus gap is **15.8%**.
- The proportion of male employees in ATT receiving a bonus is **1.3%** and the proportion of female employees receiving a bonus is **0.5%**.

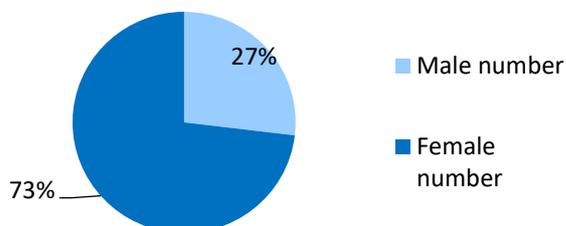
The proportion and males and females in each quartile band:

Quartile band description		Male number	Female number	Total number	Male %	Female %
A	Lower (0–25% of full-pay relevant employees)	91	467	558	16.31%	83.69%
B	Lower middle (25–50% of full-pay relevant employees)	105	452	557	18.85%	81.15%
C	Upper middle (50–75% of full-pay relevant employees)	150	408	558	26.88%	73.12%
D	Upper (75–100% of full-pay relevant employees)	196	361	557	35.19%	64.81%
Total		542	1688	2230	24.30%	75.70%

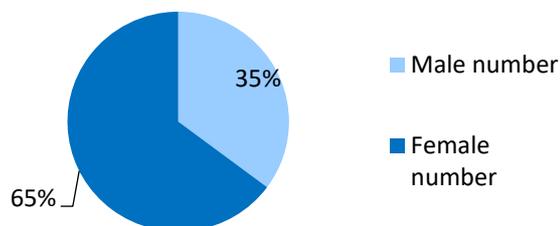
The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Upper middle(50–75% of full-pay relevant employees)



Upper (75–100% of full-pay relevant employees)



3. Comparison to Last Year

The tables in this section show our key gender pay gap data for this year in comparison to last year.

Key Data	31 st March 2017	31 st March 2018
Mean Gender Pay Gap	28.3%	19.5%
Median Gender Pay Gap	41.5%	24.6%
Mean Gender Bonus Gap	28.5%	9.1%
Median Gender Bonus Gap	9.8%	15.8%
Proportion of Male Employees Organisation Receiving a Bonus	2.4%	1.3%
Proportion of Female Employees Organisation Receiving a Bonus	0.8%	0.5%

The above table demonstrates that we have made progress in relation to closing our gender pay gap within the last 12 months.

Quartile pay band description		Male % 2017	Female % 2017	Male % 2018	Female % 2018
A	Lower (0–25% of full-pay relevant employees)	10.3%	89.7%	16.31%	83.69%
B	Lower middle (25–50% of full-pay relevant employees)	17.1%	82.9%	18.85%	81.15%
C	Upper middle (50–75% of full-pay relevant employees)	23%	77%	26.88%	73.12%
D	Upper (75–100% of full-pay relevant employees)	36.9%	63.1%	35.19%	64.81%

4. What are the underlying causes of ATT's gender pay gap?

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

ATT is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above).

ATT is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract. Across the UK economy as a whole, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations), while women are more likely than men to be in front-line roles at the lower end of the organisation. In addition, men are more likely to be in technical and IT-related roles, which attract higher rates of pay than other roles at similar levels of seniority. Women are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up children. They are also more likely to work part time, and many of the jobs that are available across the UK on a part-time basis are relatively low paid.

This can be seen above in the table depicting pay quartiles by gender. This shows ATT's workforce divided into four equal-sized groups based on hourly pay rates, with Band A including the lowest-paid 25% of employees (the lower quartile) and Band D covering the highest-paid 25% (the upper quartile). In order for there to be no gender pay gap, there would need to be an equal ratio of men to women in each Band. However, within ATT, 83.7% of the employees in Band A are women and 16.3% men. The percentage of male employees increases throughout the remaining Bands, from 18.8% in Band B to 26.9% in C and 35.2% in D.

5. How does ATT's gender pay gap compare with that of other organisations?

The gender pay gap for the whole economy (according to the October 2018 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 17.9%, which was a reduction from 18.4% in 2017.

6. Bonus pay gap

Bonus payments do not form a significant part of our pay and reward strategy which is why the proportion of those receiving a bonus is low. (The proportion of male employees in ATT receiving a bonus is 1.3% and the proportion of female employees receiving a bonus is 0.5%.)

Furthermore, the number and value of bonus awards is typically small, making the data liable to annual fluctuations. The mean gender bonus gap and the median gender bonus gap for ATT are 9.1% and 15.8% respectively. When looking at this in terms of cash amounts rather than percentage terms, the figures involved are comparatively small, at £6,958 and £7,135 respectively, reflecting our existing policy of not paying large bonuses to individual members of staff.

7. How are we supporting gender equality in the Trust?

While ATT's gender pay gap compares favourably with that of organisations both across the whole UK economy and within the education sector, this is not a subject about which ATT is complacent, and it is committed to doing everything that it can to reduce the gap. ATT recognises that its scope to act is limited in some areas - it has, for example, no direct control over the subjects that individuals choose to study or the career choices that they make.

The Trust operates as an equal opportunities employer and does not discriminate in any way (as defined by the Equalities Act 2010 and other relevant legislation) regarding recruitment, performance management and career development opportunities. Pay scales for teachers and support staff are set nationally and not at school level.

Working with both the public sector and specifically education, it is common for a high proportion of the workforce to be female.

Academy Transformation Trust is committed to ensuring that all support posts across the Trust are appropriately and consistently graded irrespective of the gender of the post holder.

We are committed to Equality, Diversity and Inclusion values that ensure that all stakeholders of the Trust feel respected and valued and that the principles of openness, transparency, fairness and equality are applied across the Trust.

We will seek to challenge the historical imbalance in the education sector where a disproportionate number of lower paid support staff roles are occupied by female employees.



8. Key points of progress

- The mean gender pay gap has reduced by 8.8%
- The median gender pay gap has reduced by 16.9%
- The mean gender bonus gap has reduced by 19.4%

I can confirm that the information collated in the report has been drawn from our payroll providers and is an accurate reflection of the position relating to gender pay in our academies.

A handwritten signature in black ink, appearing to read "C. Pritchard".

Claire Pritchard, Chief Operating Officer
Academy Transformation Trust
2019