

The logo for Academy Transformation Trust, featuring three overlapping, curved, light blue shapes that resemble a stylized 'A' or a series of waves, positioned to the left of the text.

Academy
Transformation
Trust

GENDER PAY GAP REPORT

2021

#TransformingLives



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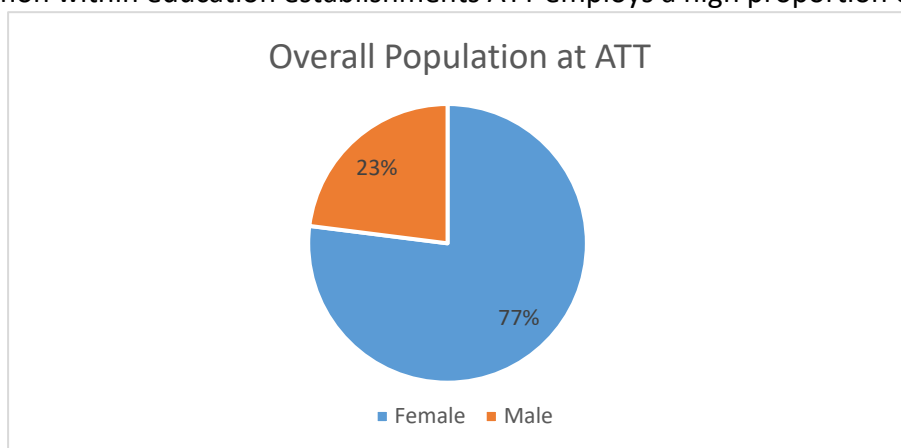
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1. Introduction

Under UK Legislation that came into force in April 2017, employers with more than 250 employees are required to publish their gender pay gap data. This is therefore the fourth year of analysing pay gender data at the snapshot date of 31st March. This is the Gender Pay Gap report for the snapshot date of 31st March 2020.

Academy Transformation Trust (ATT) is a not for profit trust with a family of primary and secondary school academies and further education providers in the Midlands, East of England and the South East.

As is common within education establishments ATT employs a high proportion of women:



2. Headline figures

| | 31 st March 2017 | 31 st March 2018 | 31 st March 2019 | 31 st March 2020 |
|---|--------------------------------|--------------------------------|--------------------------------|--------------------------------|
| Mean gender pay gap | 28.3% | 19.5% | 22.9% | 15.5% |
| Median gender pay gap | 41.5% | 24.6% | 35.1% | 25.6% |
| Mean gender bonus gap | 28.5% | 9.1% | -4.5% | n/a |
| Median gender bonus gap | 9.8% | 15.8% | -17.2% | n/a |
| Proportion of male employees receiving a bonus | 2.4% | 1.3% | 1.4% | n/a |
| Proportion of female employees receiving a bonus | 0.8% | 0.5% | 0.7% | n/a |

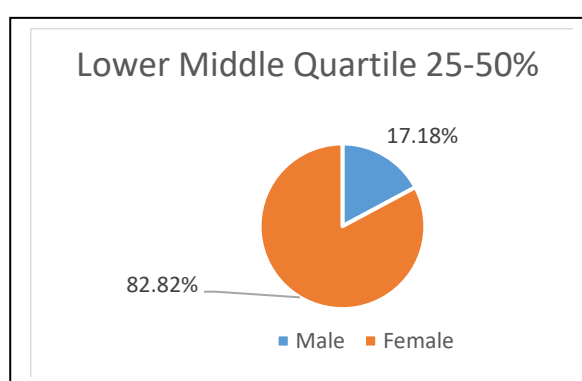
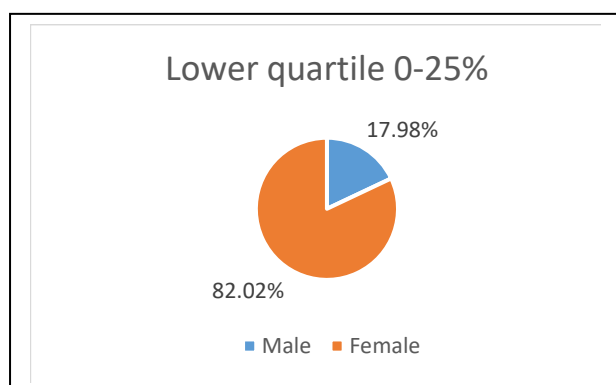
The pay gap figures for all employees cover a very wide range of salaries within the data set. Further insight into the pay gender position within the organisation can be gained by examining the gender pay gaps for the two different groups of staff: support and teaching (figures in brackets denote previous year's data 2019).

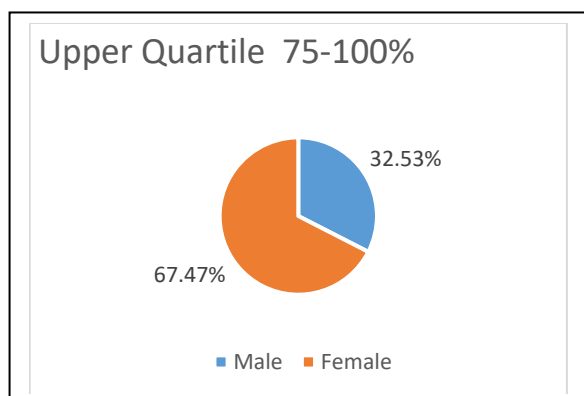
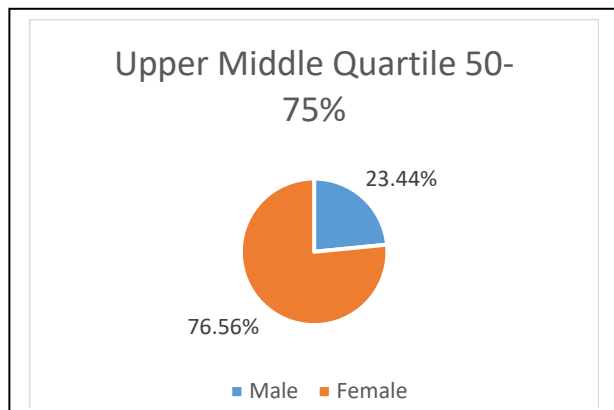
| | Support Staff | Teachers |
|--|---------------|--------------|
| Gender pay gap mean at March 2020 | 6.75% (12.2%) | 3.86% (6.3%) |
| Gender pay gap median at March 2020 | 8.10% (8.8%) | 7.8% (5%) |

The proportion of males and females in each quartile band:

| | | Male % 2017 | Female % 2017 | Male % 2018 | Female % 2018 | Male % 2019 | Female % 2019 | Male % 2020 | Female % 2020 |
|----------|--|-------------|---------------|-------------|---------------|-------------|---------------|-------------|---------------|
| A | Lower (0-25% of full-pay relevant employees) | 10.3% | 89.7% | 16.3% | 83.7% | 14.7% | 85.3% | 17.98% | 82.02% |
| B | Lower middle (25-50% of full-pay relevant employees) | 17.1% | 82.9% | 18.9% | 81.1% | 18.7% | 81.3% | 17.18% | 82.82% |
| C | Upper middle (50-75% of full-pay relevant employees) | 23% | 77% | 26.9% | 73.1% | 26.1% | 73.9% | 23.44% | 76.56% |
| D | Upper (75-100% of full-pay relevant employees) | 36.9% | 63.1% | 35.2% | 64.8% | 35.9% | 64.1% | 32.53% | 67.47% |

Proportion of Males to Females in each pay quartile as at March 2020:





3. Pay Structures

Academy Transformation Trust uses pay scales for all staff. Those for teaching staff are aligned with the minimum and maximum of each pay scale within the School Teachers Pay and Conditions Document, updated annually. The pay scales for support staff are in line with the rates set by the National Joint Council for Local Government Services. In both cases the rates include outer London fringe rates in applicable Academies. Staff progress through the pay scales based on incremental progression eligibility, so earnings are determined irrespective of gender.

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

The gender pay gap for the whole economy (according to the April 2020 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 15.5%.

3. Commentary

It is pleasing to be able to report a decrease in the overall pay gender mean and median figures. This is a positive impact of the work we doing to ensure our Trust is an ethical employer. As we no longer pay bonus payments in our Trust there were no bonus figures to report this year.

For societal reasons it remains the case that more women than men are employed in our lower paid roles, such as cleaners and lunchtime supervisors, and for this reason the gender pay gaps are more marked in the support staff group than in the teaching staff group.

4. How are we supporting gender equality in our Trust?

The gender pay gap is not a subject about which our Trust is complacent, and we are committed to doing everything that we can to reduce the gap. We recognise that our scope to act is limited in some areas - we have, for example, no direct control over the subjects that individuals choose to study or the career choices that they make.

We operate as an equal opportunities employer and do not discriminate in any way (as defined by the Equalities Act 2010 and other relevant legislation) regarding recruitment, performance development and career development opportunities.

We are committed to ensuring that all support posts across our Trust are appropriately and consistently graded irrespective of gender. We are also committed to Equality, Diversity and Inclusion values that ensure that all stakeholders of our Trust feel respected and valued and that the principles of openness, transparency, fairness and equality are applied across our 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.

As stated previously, we remain committed to closing the gender pay gap and have been developing a number of initiatives that we will be implementing this year:

Actions in 2020 to reduce the gender pay gap and improve gender equality

- September 2020 saw the successful official launch of our 'ATT Institute', headed by a newly appointed Director. Our Institute has been pivotal in providing a virtual umbrella for all internal people development activities, including talent management, succession planning and clearly defined career pathways.
- More robust monitoring of data relating to access to development and career progression is carried out through our Institute.
- HR colleagues are continuing to coach leaders in avoiding unconscious bias in recruitment and selection processes.
- An Early Careers Framework of support for teachers who are newly qualified or in the early years of their career has been developed and introduced.
- A Diversity, Equity and Inclusion working group has been created which consists of a diverse mix of a range of colleagues who are committed to promoting and addressing all areas of DEI across our Trust.

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.



Kirsty Woolls, Human Resources Director
March 2021