

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

2022

*#Transforming lives*



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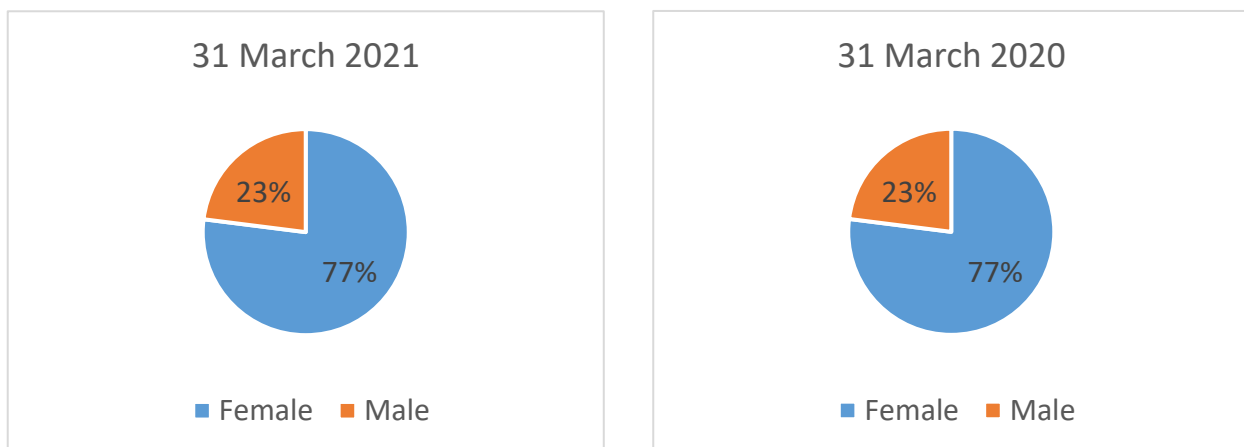
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## 1. Introduction

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 fifth year of analysing pay gender data at the snapshot date of 31 March. This is the Gender Pay Gap report for the snapshot date of 31 March 2021.

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 in its overall population:



## 2. Headline figures

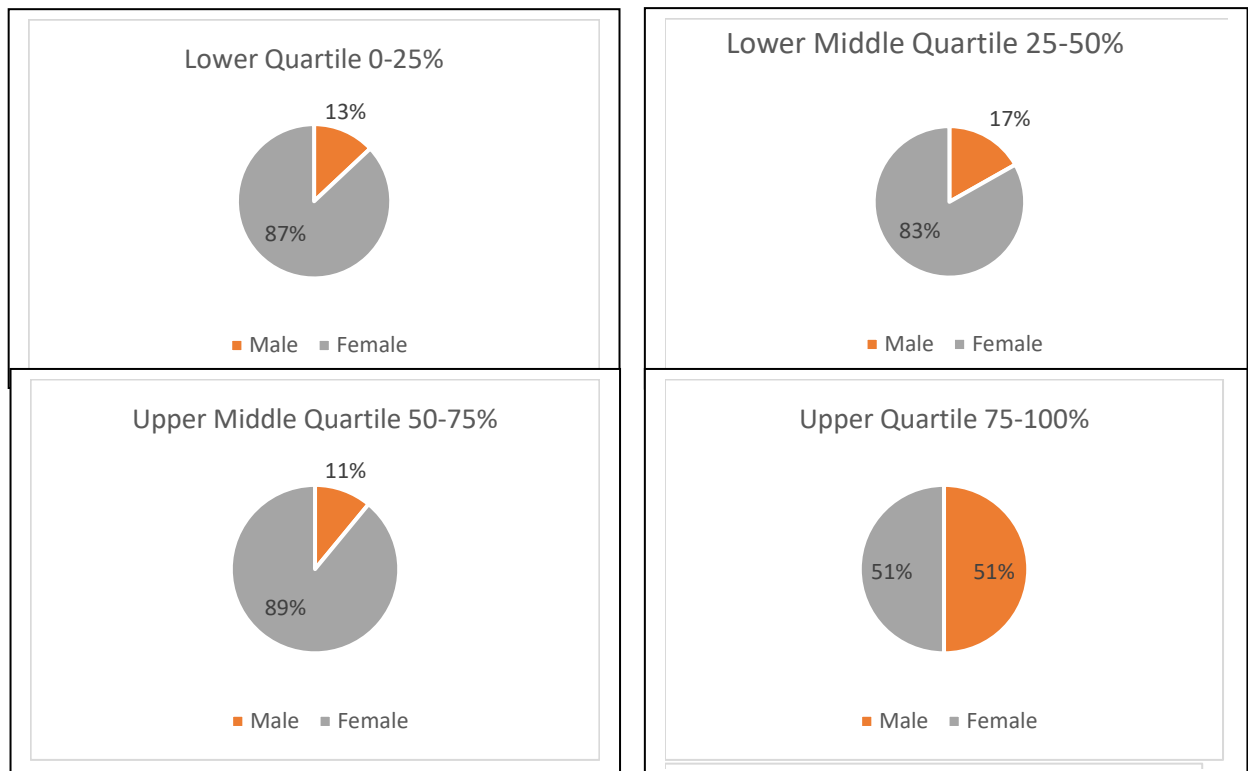
As at 31 March	2017	2018	2019	2020	2021
Mean gender pay gap	28.3%	19.5%	22.9%	15.5%	22.0%
Median gender pay gap	41.5%	24.6%	35.1%	25.62%	33.0%
Mean gender bonus gap	28.5%	9.1%	-4.5%	n/a	n/a
Median gender bonus gap	9.8%	15.8%	-17.2%	n/a	n/a
Proportion of male employees receiving a bonus	2.4%	1.3%	1.4%	n/a	n/a
Proportion of female employees receiving a bonus	0.8%	0.5%	0.7%	n/a	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 2020).

	Support Staff	Teachers
<b>Gender pay gap mean at 31 March 2021</b>	17.98% (6.75%)	3.76% (3.86%)
<b>Gender pay gap median at 31 March 2021</b>	1.37% (8.10%)	7.43% (7.8%)

**The proportion of males and females in each quartile band:**

	M: Male F: Female	M % 2017	F % 2017	M % 2018	F % 2018	M % 2019	F % 2019	M % 2020	F % 2020	M % 2021	F % 2021
<b>A</b>	Lower (0-25% of full-pay relevant employees)	10.3	89.7	16.3	83.7	14.7	85.3	17.9	82.0	13.0	87.0
<b>B</b>	Lower middle (25-50% of full-pay relevant employees)	17.1	82.9	18.9	81.1	18.7	81.3	17.1	82.8	16.8	83.1
<b>C</b>	Upper middle (50-75% of full-pay relevant employees)	23.0	77	26.9	73.1	26.1	73.9	23.4	76.5	11.0	89.2
<b>D</b>	Upper (75-100% of full-pay relevant employees)	36.9	63.1	35.2	64.8	35.9	64.1	32.5	67.4	50.5	50.5



## 1. Pay Structures

ATT uses pay scales for the majority of 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 have progressed through pay scales automatically in the year 20/21 as a response to the Covid pandemic, therefore 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 2021 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 15.4%.

## 3. Commentary

In March 2021 we reported a 15.5% gap, this an improvement on 28.3% for March 2017. The 2021 data shows an increase to 22% which is disappointing, however this correlates to an increase in the lower quartile numbers and a lowering in the upper quartile. It is important to understand that the data is a snapshot in time and that changes within our ongoing operations can impact the data, for example, it does not compare like-for-like year-on-year and therefore it is important to consider the underlying context of the data. Our workforce data shows our total number of female workers has remained the same on last year at 77%. With a high proportion of female workers, a small unbiased change in the make up of senior roles occupied by our female workers can have a significant impact on the reported gap. ATT is committed to ensure that the best candidate, regardless of gender, is employed to ensure that the quality of education and pupil outcomes is our key priority.

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

#### 4. How are we supporting gender equality in ATT?

The gender pay gap is not a subject about which ATT 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 ATT are appropriately and consistently graded irrespective of the gender of the post holder. We are also committed to Diversity, Equality and Inclusion (DEI) values that ensure that all stakeholders of ATT 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 2022 to reduce the gender pay gap and improve gender equality**

- The launch of a DEI survey to understand our colleague's experiences in relation to their protected characteristics, including gender. From this, action plans will be formulated to address any areas identified for improvement.
- With the support of our HR colleagues and the ATT Institute offering, we will continue to offer training to develop skills and awareness such as unconscious bias in recruitment & selection processes.
- All employees will have access to learning and development opportunities to support their preferred career pathway via our ATT Institute.
- Development of a revised ATT Pay Policy which includes reviewing the way in which we determine salaries for posts.
- Including our salary bands on job advertisements to ensure transparency regarding pay, including at Principal level, to prevent gender directly/indirectly impacting salaries on appointment.
- Analyse pay data further to identify areas of imbalance and then implement an action plan for improvements.



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 that reads "Richard Elms". The signature is written in a cursive style with a clear, legible script.

**Richard Elms, Interim Chief Executive Officer  
Academy Transformation Trust  
March 2022**