

Gender Pay Gap Report

2022/2023



Published Date:

March 2023

Responsible Directorate

Executive Leadership

Our Vision



Transforming Lives of our learners

We seek to ensure that all our learners receive a high-quality education from expert staff and aspire to achieve the best they possibly can, no matter their background or ability. Our learners have safe, supportive learning environments in which they develop, grow, and challenge themselves. We are determined that our learners will receive the very best enrichment and opportunities to help them reach their full potential and ensure they are prepared for the future, wherever it might take them.



Transforming Lives of our colleagues

Our colleagues are supported with the very best professional development through our innovative ATT institute, allowing them to stay focused on learning and developing as practitioners whilst they progress in their careers. We share the very best practice across our community of academies to help build systems and processes that really work.



Transforming Lives in the communities we serve

We are committed to actively engaging with and addressing inequality in our local areas. We understand that every one of our academies and their diverse communities are different, so we aim to build a supportive, collaborative, and nurturing relationship with each whilst sharing our key values across our Trust.

**Commitment
to Education**

**Transparency
and Integrity**

**Innovation and
Improvement**

**Dedication to
Inclusivity**

Our Values

Commitment to Education

Our core purpose is to positively impact the lives of all our learners. Education will always be at the heart of everything we do.

Transparency and Integrity

We are proud of our success whilst being open and honest about our areas for improvement. Our actions are always ethical and in the best interests of all our stakeholders.

Innovation and Improvement

We are committed to innovative education- always moving forward and never standing still. Our learners are ambitious and prepared for a future that is constantly changing and developing.

Dedication to Inclusivity

Our learners are all different and all important to us. We aspire to support, challenge, and help each one of them reach their full potential, regardless of their background or level of ability.

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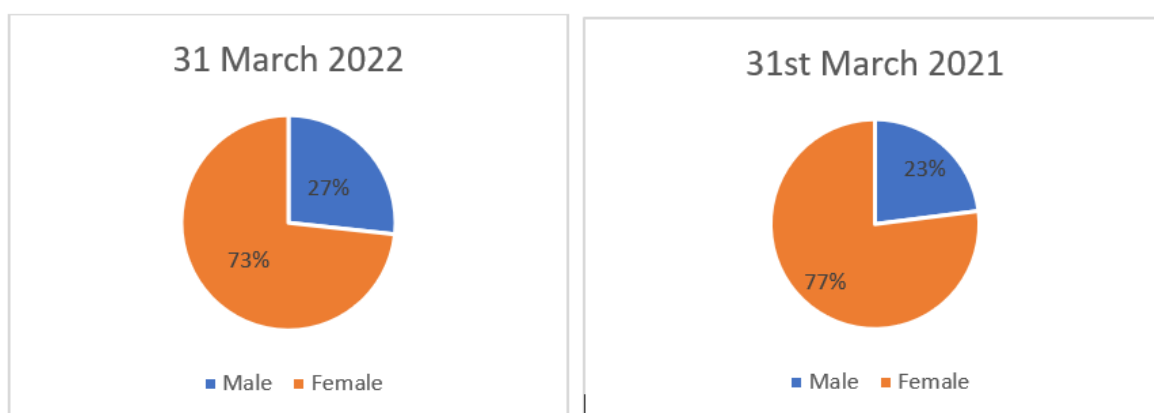
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Introduction

This is our sixth year of reporting on gender pay data. This is the Gender Pay Gap report for the snapshot date of 31 March 2022.

Academy Transformation Trust (ATT) is a not-for-profit trust with a family of primary and secondary academies plus a further education provision. Our academies are based in the Midlands, East and South East of England.

In common within much of the education sector, ATT employs a high proportion of women in its overall population, which has further increased this year:



Headline figures

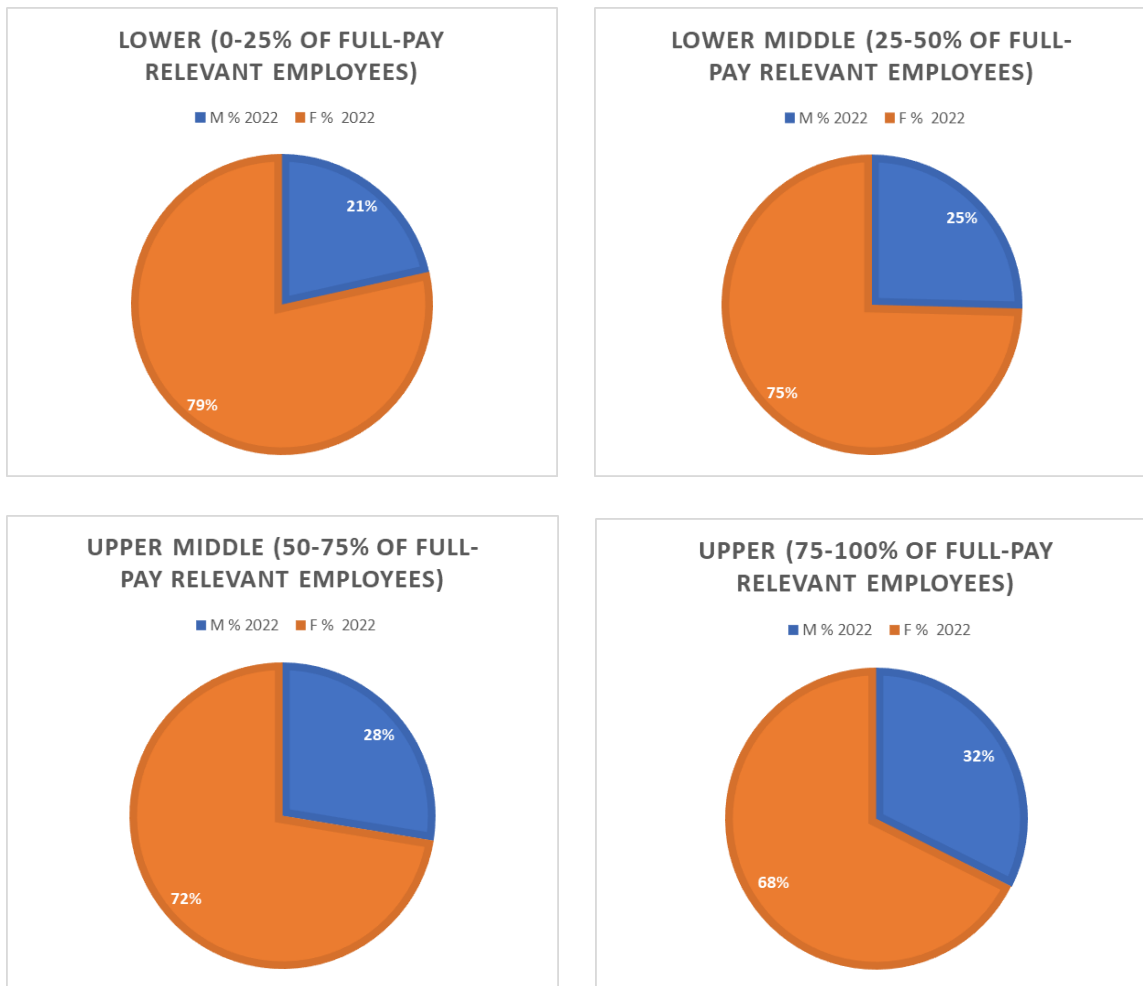
As at 31 March	2018	2019	2020	2021	2022
Mean gender pay gap	19.5%	22.9%	15.5%	22.0%	10.10%
Median gender pay gap	24.6%	35.1%	25.62%	33.0%	17.46%
Mean gender bonus gap	9.1%	-4.5%	n/a	n/a	n/a
Median gender bonus gap	15.8%	-17.2%	n/a	n/a	n/a
Proportion of male employees receiving a bonus	1.3%	1.4%	n/a	n/a	n/a
Proportion of female employees receiving a bonus	0.5%	0.7%	n/a	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 2021).

	Support Staff	Teachers
Gender pay gap mean at 31 March 2022	9.16% (17.98%)	14.32% (3.76%)
Gender pay gap median at 31 March 2022	5.78% (1.37%)	28.61% (7.43%)

The proportion of males and females in each quartile band:

	M: Male F: Female	M %	F %	M %	F %	M %	F %	M %	F %	M %	F %
		2018	2018	2019	2019	2020	2020	2021	2021	2022	2022
A	Lower (0-25% of full-pay relevant employees)	16.3	83.7	14.7	85.3	17.9	82.0	12.76	87.24	21.5	78.5
B	Lower middle (25-50% of full-pay relevant employees)	18.9	81.1	18.7	81.3	17.1	82.8	16.93	83.07	25.4	74.6
C	Upper middle (50-75% of full-pay relevant employees)	26.9	73.1	26.1	73.9	23.4	76.5	10.78	89.22	27.6	72.4
D	Upper (75-100% of full-pay relevant employees)	35.2	64.8	35.9	64.1	32.5	67.4	50.0	50.0	32.4	67.6



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 progressed through pay scales automatically in the year 20/21 as a response to the Covid pandemic. We returned to our normal pay review process for the year 21/22.

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

According to the Office for National Statistics (ONS) April 2022 Annual Survey of Hours and Earnings (ASHE) figures, the overall national gender pay gap for median grossly hourly earnings is 14.9%.

Commentary

The March 2022 data shows a 10.10% mean gap, which is a significant improvement on the previous report of 22.0%, and a vast improvement from our first report in March 2017 of 28.3%. It is true that this can be partly explained by a drop in female employees in the lower quartile following the transfer of cleaning staff, for example, to an external contractor. Nevertheless, it is also explained by an increase in male employees in our lower middle quartile numbers. Moreover, it is especially encouraging to note the recovery of women in the upper quartile to 2020 levels, although they are still under-represented here.

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 decreased slightly since the previous year and we now employ 73% females compared to 77% in 2021. With significant movement in all quartiles on the male/female ratio, it has impacted positively on our overall pay gap data. It is pleasing to report a jump back up of female employees in the Upper Quartile. ATT is committed to ensuring that the best candidate, regardless of gender, is employed to ensure that the quality of education and pupil outcomes is our key priority and this is reflected in the positive changes in our quartile data.

Whilst for societal reasons it remains the case that more women than men are employed in our lower paid roles, such as lunchtime supervisors, it is positive to see an 8.74% increase in male employees within this quartile, and this is part of the reason the mean gender pay gap has reduced by a further 11.9% from 2021 reported figures. The Teacher mean pay gap has increased this year by 10.56%, but we remain committed to ensuring the best candidate, regardless of gender, is employed, and we are aligned with the minimum and maximum of each pay scale within the School Teachers' Pay and Conditions Document.

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.

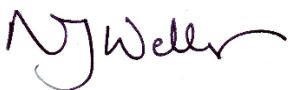
We will seek to challenge the historical imbalance in the education sector where a disproportionate number of lower paid support staff roles are occupied by female employees.

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 2023 to reduce the gender pay gap and improve gender equality

- We launched our DEI Allies in every academy to support our journey towards becoming a more diverse and inclusive Trust.
- With the support of our HR colleagues and the ATT Institute offering, we continue to offer training to develop skills and awareness in areas such as unconscious bias in recruitment and selection processes.
- All employees have access to learning and development opportunities to support their preferred career pathway via our ATT Institute, with more opportunities for our support roles such as TA's, bespoke academy roles such as Exams Officers and Office Administrators.
- We have developed a revised ATT Pay Policy which includes reviewing the way in which we determine salaries for posts.
- We have developed and implemented a more central approach to recruitment to support in the transparency of salary bands of roles.
- We include our salary bands on job advertisements to ensure transparency regarding pay, including at Principal level, to prevent gender directly or indirectly impacting salaries on appointment.
- We analyse pay data to identify areas of imbalance and to 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.

Name	Sir Nick Weller
Role	Chief Executive & Accounting Officer, Academy Transformation Trust
Signature	
Date	March 2023