

Estuaries Multi Academy Trust – Gender Pay Gap Analysis

From 2017, any employer who has a headcount of 250 or more employees on a ‘snapshot date’ must comply with regulations on gender pay gap reporting. Gender pay gap calculations are based on employer payroll data drawn from a specific date each year, which for Estuaries Multi Academy Trust the date is 31st March. At this point in time, Estuaries Multi Academy Trust consisted of three academies, two secondaries and one primary.

The overall Gender Pay Gap is defined as the difference between the mean (average) or median (midpoint) hourly rate of pay of male and female employees.

The following figures have been calculated using the standard methodologies set out in the Equality act 2010 (Gender Pay Gap Information) Regulations 2017:

Mean Gender Pay Gap for the Trust is 13.92% (Female £16.84, Male £19.56)

Median Gender Pay Gap for the trust is 27.65% (Female £13.63, Male £18.84)

In additional, the Regulations require the following data to be published:

Quartile	Count F	Count M	Count	% F	% M
1. Upper quartile	47	17	64	73.4%	26.6%
2. Upper middle quartile	40	23	63	63.5%	36.5%
3. Lower middle quartile	49	15	64	76.6%	23.4%
4. Lower quartile	56	7	63	88.9%	11.1%
Total	192	62	254	75.6%	24.4%

The context behind these figures is as follows:

- The workforce of the Trust is predominantly female at 75.6%
- Within the Trust flexible working opportunities including, part time and term time working contracts tend to be undertaken by female employees
- Many roles within the Trust are term time only, with some roles within the Senior Leadership Teams, HR, IT Support and Premises Management being full time
- Roles including Assistant Learning Coaches, Teaching Assistants, Meal Time Assistants, Cleaners and Catering Assistants are within the lower quartile and are predominantly undertaken by female employees
- Within two of the Trust academies cleaning roles were outsourced at 31 March 2020 and so these employees are not included within these figures
- Full-time roles within IT Support and Premises Management are predominantly undertaken by male employees and are within the lower middle quartile

- As of 31 March 2020, the senior staff within the Trust comprised of a male Chief Executive Officer/Principal, one female Headteacher, one male Headteacher, six female Assistant Principals, one male Assistant Principal, two female Directors of Learning and one male Director of Learning and one male Chief Financial Officer

Estuaries Multi Academy Trust does not pay male and female staff differently for the same work, the Trust Pay Policy stipulates that all procedures for determining pay will be consistent with the principles of public life - objectivity, openness and accountability.

All pay related decisions are taken in compliance with the Equality Act 2010, The Employment Rights Act 1996, The Employment Relations Act 1999 and The Employment Act 2002, as well as The Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000, The Employment Act 2002 (Dispute Resolution) Regulations and The Fixed Term Employees (Prevention of Less Favourable Treatment) Regulations 2002.

The Trust has a commitment to all its employees to do the following:

- To continue to support flexible working requests that enable employees to fulfil their career aspirations and obtain their desired work/life balance
- To continue to ensure all employees, both male and female are in receipt of professional development regardless of their role within the organisation
- To continue to utilise the Apprenticeship Levy, where appropriate, to further enhance the skills of and to retain our existing employees and to recruit into apprenticeship roles
- To ensure that all vacancies within the Trust are advertised in a transparent manner, ensure there is equal opportunity for all applicants and employees
- To continue to monitor and benchmark salary levels across the Trust to ensure they are applied consistently and fairly
- To adhere to our policies and procedures in relation to Human Resources

I confirm that this information has been prepared from our payroll data on the snapshot data of 31 March 2020.

Estuaries Multi Academy Trust is firmly committed to gender equality in all aspects of its work.

Paul Cornish
Chief Executive Officer – Estuaries Multi Academy Trust