



ST MARYS ACADEMY TRUST - GENDER PAY REPORT 2023

This is the Trust's fifth Gender Pay Report.

It is based on a "snapshot" of the pay of all employees as at 31st March 2022.

Why do we have to report on our gender pay gap?

The Equalities Act 2010 (Specific Duties and Public Authorities) came into force on 6th April 2017 and requires public sector organisations to publish their results against six prescribed indicators of gender pay equality.

This report will help us to review our objectives to ensure that we positively look to reduce any gender pay gap and to ensure that we create a culture where gender is not a barrier to any post.

What do we have to report about our gender pay gap?

We need to report against six prescribed indicators, as do all other public sector organisations employing more than 250 people, to show the difference between the average earnings of men and women in our organisation.

We have detailed the Trust's gender pay gap results within this report and the pay gap indicators have also been uploaded to the designated government website.

The Trust's pay gap indicators

Indicator	Figures															
Mean Gap – the difference between the mean hourly rate of pay of men and women	9.47 %															
Median Gap – the difference between the median hourly rate of pay of men and women	11.46 %															
Mean Bonus Gap – the difference between the mean bonus paid to men and women	This is not relevant to our organisation as we do not make bonus payments															
Median Bonus Gap – the difference between the median bonus pay paid to men and women	This is not relevant to our organisation as we do not make bonus payments															
Bonus Proportions – The proportions of men who were paid a bonus and women paid a bonus	This is not relevant to our organisation as we do not make bonus payments															
Quartile Pay Bands – The proportions of men and women in the upper, upper middle, lower middle and lower quartile pay bands	<table> <thead> <tr> <th></th> <th>Men</th> <th>Women</th> </tr> </thead> <tbody> <tr> <td>Upper</td> <td>16</td> <td>84</td> </tr> <tr> <td>Upper Middle</td> <td>12</td> <td>88</td> </tr> <tr> <td>Lower Middle</td> <td>7</td> <td>93</td> </tr> <tr> <td>Lower</td> <td>2</td> <td>98</td> </tr> </tbody> </table>		Men	Women	Upper	16	84	Upper Middle	12	88	Lower Middle	7	93	Lower	2	98
	Men	Women														
Upper	16	84														
Upper Middle	12	88														
Lower Middle	7	93														
Lower	2	98														

Summary of Results

The Trust has a mean gender pay gap of £10.424

Our starting point when we first started reporting was £17.35452, this reduced in our 2019 report to £5.00011. We did not report in 2020, this increased in 2021 to £11.36 and reduced in 2022 to £7.15.

Our figures show that the numbers for males in the lower quartile have reduced from 7 to 2 meaning our overall figure has increased. This is a group which is female dominant as it is the part time roles i.e. School Meal Supervisory Assistants, Cleaners and Catering Staff. Whilst we do have some male Catering staff (which accounts for the figure 2 in the lower quartile for males), the other employees within these roles are all female.

Strategies to close the gap

The CEO continues with the workshop for female staff to discuss their issues within the workplace with the aim of keeping women in the workplace following maternity leave and supporting women through the menopause to reduce the numbers leaving before they reach senior levels. All Heads and SLT have recently been trained so that all schools have a Menopause Champion, and this is now an area that is included in our Wellbeing toolkit.

The Trust continue to apply the schoolteachers pay and conditions and the local authority pay grading system, therefore, while we are confident that women are paid the same as men for carrying out the same role we need to be confident that our adverts and recruitment processes are attracting applicants from both genders equally for all levels. We have a strapline on all of our adverts stating “applications welcome from male, female and those identifying as neither male nor female applicants.

We also continue to provide training to Heads and Governors involved in recruitment processes however there is always room for improvement, and this will be continue to be incorporated into our actions.

Ongoing action

1. To continue to remove out of date and stereotypical views that cleaners, school meals supervisory assistants (previously known as dinner ladies and still referred to as such by some people) and to some extent teaching assistant roles are for women. We aim to continue to use the strapline detailed above on our adverts. We will also continue to educate parents/carers/grandparents through our school council forums.
2. Ensure that our flexible policies are not merely to tick a box and that they are embedded within our organisation as a tool to ensure women with valuable skills do return to work particularly following maternity leave and those with older children are able to continue within their career with policies to work around their caring responsibilities. We currently share our policies and these are accessible for all employees. We have actively promoted our flexible working policies to all staff, not just female workers, with a view to changing the culture that it is only the female in the household who would manage childcare etc. We have included this item on our HR Committee meetings and will continue to work towards increasing training and briefing sessions for Senior Managers, Trustees of the Board and Governors.

The flexible working arrangements we have within our policy include: -

- a) Working from home where the nature of the post allows combined with on-site work
- b) Alternative working patterns i.e., compressed hours, part-time working, job sharing
- c) Career Break
- d) Reduction in hours (both temporary and permanent)
- e) Increased support via our special leave policy

Our special leave policy provides time for training, studies, voluntary work, paid time for caring emergencies and paid time to attend important events for dependants. We continue to review this policy annually to determine if any further supportive measures can be included. We also have a separate section for 5 paid COVID days per year.

3. Ensure flexibility around dates for teachers' performance management reviews (which is directly linked to pay progression) to ensure those who have been absent due to maternity leave are given the time and resources to collate the evidence they need. We do this by informing all those involved in the process of the importance of this i.e. Trustees, Governors, Heads, other appraisers.

The Deputy Chief Executive has taken the lead in reviewing our Equality Duty report with the following objectives:-

A diverse and flexible workforce

- Continue to carry out workforce survey
- Continue to promote dignity at work for employees and volunteers
- Promote the Equality policy
- Analyse relevant policies i.e. recruitment, performance management, induction to ensure equality impact assessment is effective
- Audit of the above activities in schools to ensure the policies are being applied appropriately in order to ensure equality is evident and consistent across the Trust.
- Identify barriers to be addressed

Leaders at every level -

- Challenge prejudice and discrimination in the workplace
- Promote equality as a fundamental part of the Trust's "DNA".
- Employees fully aware and compliant with Public Sector Equality Duty

Effective delivery - Making Equality Mainstream

- Ensure decisions are taken with due regard to equality impact.
- Ensure equality is mainstreamed in planning and performance management.
- Sign post Leaders to high quality advice and support on equality and diversity for services.

We continue to be absolutely committed in our strategies and plans to improve equality and diversity at all levels and believe these actions will enable us to continue to address any issues identified.

A handwritten signature in black ink, reading "MPriestley". The signature is written in a cursive, flowing style with a large initial 'M' and a long, sweeping tail on the 'y'.

Melanie Priestley
Chief Executive