



SHIRELAND
COLLEGIATE ACADEMY TRUST

GENDER PAY GAP DATA 2019

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SHIRELAND COLLEGIATE ACADEMY TRUST
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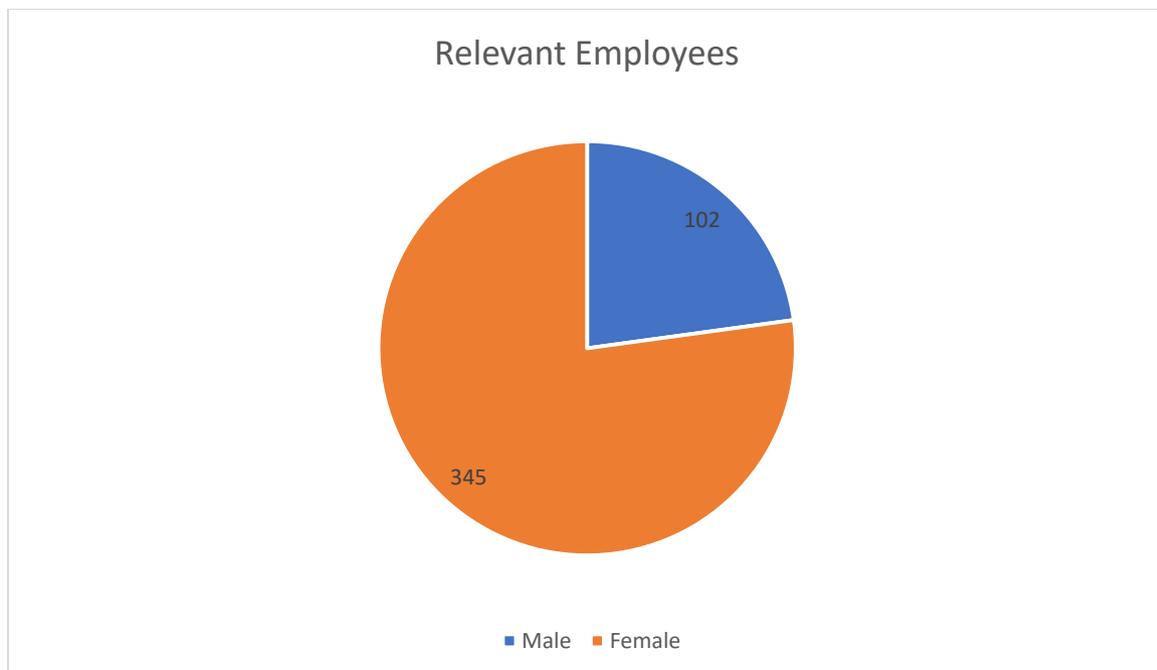
Gender Pay Gap Reporting Shireland Collegiate Academy Trust

Introduction

All companies with 250 or more employees are now required to publish their gender pay gap under legislation that came into force in April 2017. Employers must publish the gap in pay between men and women on both a median basis (pay per hour based on the person 'in the middle' of the distribution of pay) and a mean basis (average hourly salary). In addition, employers are required to disclose the distribution of gender by pay quartile – in other words splitting the workforce into four groups based on their pay and showing the proportion of men and women in each group. Employers are also required to disclose percentages of staff receiving bonuses by gender and the gender gap on bonuses.

Shireland Collegiate Academy Trust Data

As the Shireland Collegiate Academy Trust employs more than 250 people it is required by Government regulations to publish details of its gender pay gap, specifically the difference in average female earnings compared to average male earnings. The data for the Shireland Collegiate Academy Trust for 2019 is as follows:

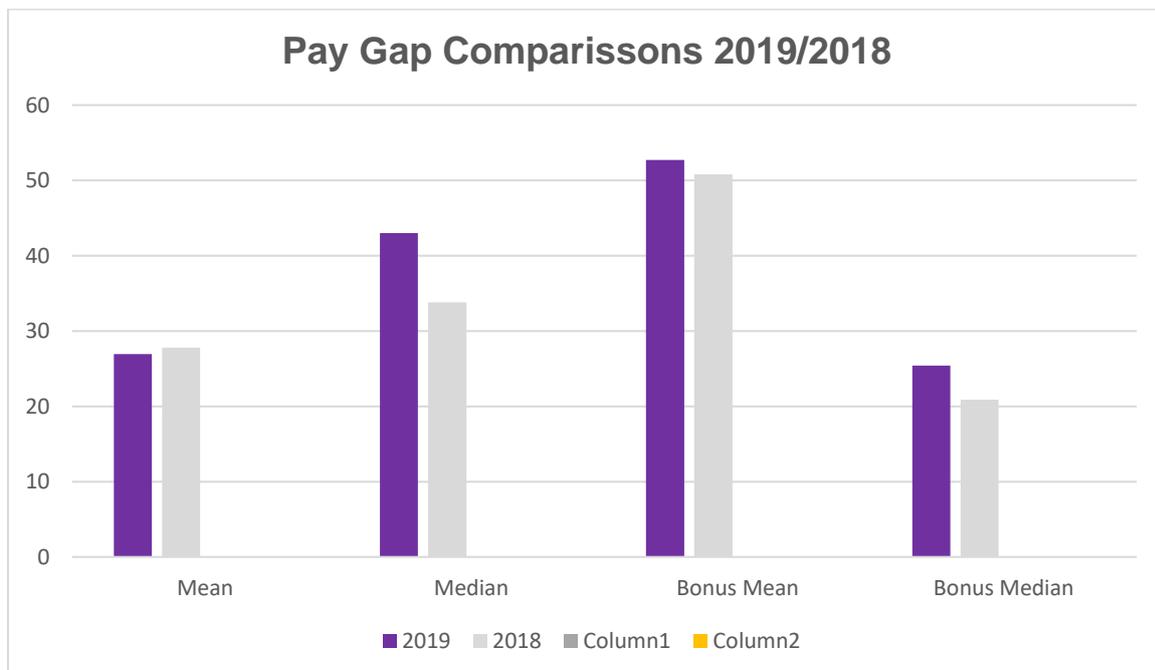


Pay Gaps

The mean hourly rate is the average hourly wage across the entire organisation so the mean gender pay gap is a measure of the difference between women's mean hourly wage and men's mean hourly wage.

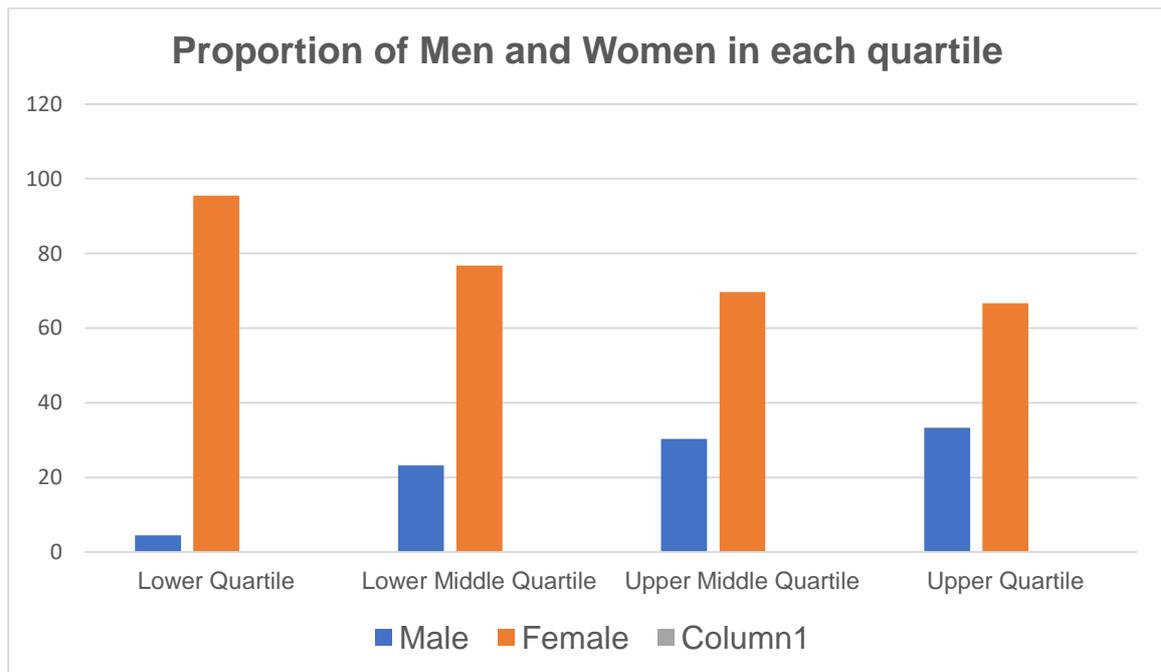
The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle; so the median gender pay gap is the difference between women's median hourly wage (the middle paid woman) and men's median hourly wage (the middle paid man).

- Mean gender pay gap = **26.95%** (the difference between the average of men's' and women's pay)
- Median gender pay gap = **42.99%** (the difference between the midpoint of men and women's pay)
- Mean bonus gender pay gap = **52.71%** (the difference between the average of men's and women's bonus payments)
- Median bonus gender pay gap = **25.43%** (the difference between the midpoint of man and women's bonus payments)
- Percentage who receive a bonus = **2.94% male 0.58% female**
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Proportion of males and females in each quartile bracket:

- Lower quartile = **4.46% male and 95.54% female**
- Lower middle quartile = **23.21% male and 76.79% female**
- Upper middle quartile = **30.36% male and 69.64% female**
- Upper quartile = **33.33% male and 66.67% female**



Summary from the Chief Executive Officer

The data for the Shireland Collegiate Academy Trust shows that our mean gender pay gap (difference in the average between men and women's pay) is **26.95%** compared to **27.8%** in 2018 data. The median gender pay gap (the difference in the midpoint of men and women's pay) is **42.99%** compared to **33.81%** in 2018.

The percentage of male employees has reduced from **30.87%** to **22.87%** (the number of female employees increased significantly with a new primary school joining the Trust). The lower percentage of males employed by the Shireland Collegiate Academy Trust combined with two male outliers has had a significant impact on the median gender pay gap which has increased by 9.9% from the figures reported in 2018.

Females are well represented at all levels of the organisation with 66% of Executive and Senior Leadership posts held by women.

The figures show a small improvement in the overall mean, however in all other areas (overall median and median and mean bonus payments) in comparison to the 2018 data the gap between male and female employees pay has grown.

In the Upper Middle and Upper Quartile, the balance of the workforce is 68% female to 32% male. The Lower and Lower Middle Quartiles show a much larger number of females to males the proportion of females in the Lower Quartile is 95.54%. The majority of roles in the lower quartile are part time and statistically more likely to be occupied by women.

We acknowledge that there is work for us to do to reduce the Gender Pay Gap in our organisation. We are committed to ensuring that our people are rewarded fairly for their contributions, regardless of their gender.

We appoint people to roles based on merit and regardless of age, race, gender, marital status, sexual orientation, disability or religion and belief. However, we recognise that some groups are under-represented in our workforce and we are committed to ensuring that our employees reflect the make-up of the communities we serve.

We will encourage employees to raise issues that they believe contribute to gender inequality and we will work with them to break down barriers where they exist.

We will be open and transparent with our employees about our gender pay gap and will encourage them to contribute ideas for ensuring the gender pay gap is closed or eliminated in the future.