

Gender Pay Gap Data 2022



SHIRELAND
COLLEGIATE ACADEMY TRUST

Introduction

All organisations who employ 250 or more employees are required by law to publish their specific gender pay information under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation.

Legislative requirements:

All UK companies with 250 or more employees on 31st March 2022 are required to publish specific gender pay information:

- Mean and median gender pay gap
- Mean and median gender bonus gap
- Proportion of males and females receiving a bonus
- Proportion of males and females by quartile pay band
- Figures for each legal entity with at least 250 employees on the snapshot date must be calculated and reported separately
- The mean and median gender pay gap is based on the hourly rates of pay as at 31st March 2022
- The mean and median gender bonus gap considers bonus pay received in the 12 months leading up to 31st March 2022
- Pay quartiles look at the proportion of men and women in four pay bands when we divide our workforce into four equal parts

This report provides data on those employees who are employed under a contract of employment, excluding those staff who are on maternity leave; paternity leave; unpaid leave; long term sickness absence and agency staff.

At the point of our snapshot data collection, there were a total of 653 full-pay relevant employees; 75.6% female and 24.4% male.



■ Male ■ Female

Our Gender Pay Gap

The information below shows the overall mean and median gender pay gap based on hourly rates at the snapshot date of 31 March 2022. Together with the mean and median bonus pay gap.

Mean

23.8%

Median

32.1%

Bonus Mean

45.6%

Bonus Median

19.2%

Mean and Median Gender Pay Gap

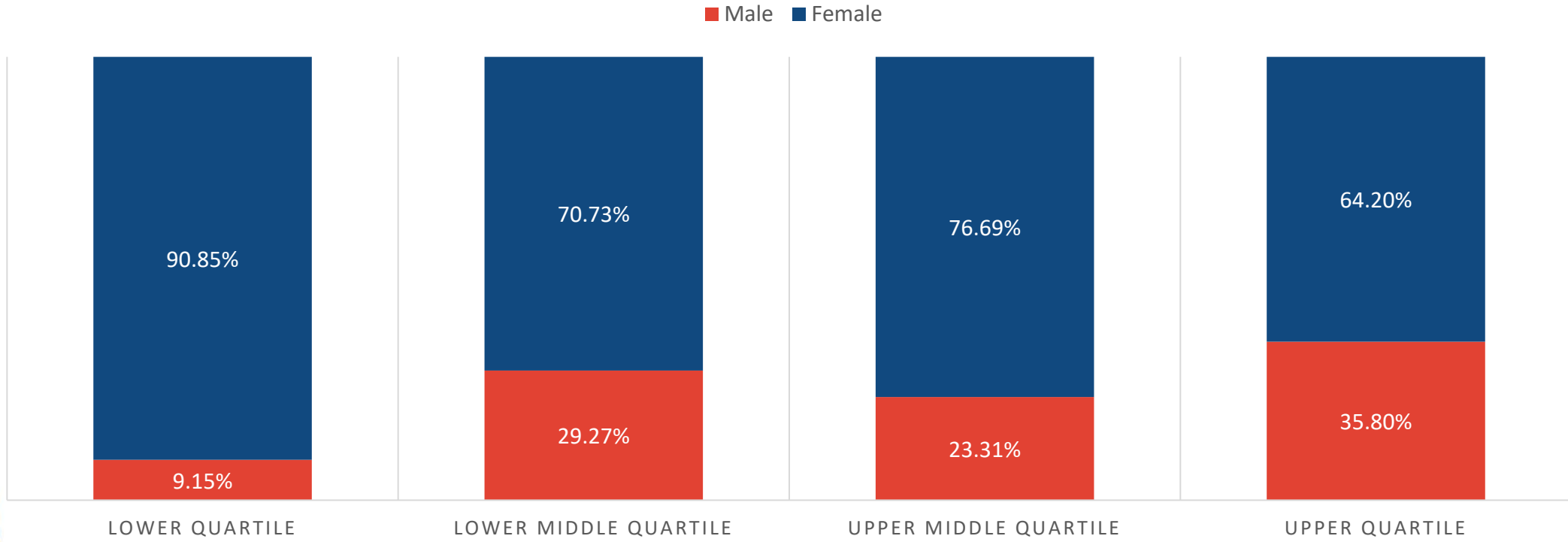
The mean gender pay gap is the difference in average hourly rates of pay that male and female employees receive. This gives an overall indication of the gender pay gap by taking all the hourly rates of pay and dividing by the number of employees in scope.

The median gender pay gap shows the difference between the midpoint of the ranges of hourly pay for men and women by ordering individual rates of pay from lowest to highest and comparing the middle value.

Pay Quartiles

Proportion of Males and Females by Quartile

this is the percentage of men and women employees in four quartiles (dividing our workforce into four equal parts).



Mean and Median Gender Pay Gap

Shireland Collegiate Academy Trust has significantly more female employees 75% than male 25%.

Mean

The data for Shireland Collegiate Academy Trust shows that our mean gender pay gap (difference in the average between men and women's pay) has increased to **23.8%** in 2022 compared to **21%** in 2021, the 2022 figure is 4% less than the highest figure of **27.8%** in 2018.

Median

The median gender pay gap (the difference in the midpoint of men and women's pay) is **32.13%** compared to **30.5%** in 2021 the 2022 figure is 10% lower than the highest figure of **42.99%** in 2019.

Commentary

The growth of the Trust has seen the percentage of male employees reduce from **30.87%** in 2019 to **24.4%** in 2022.

Within the four quartiles there is a significantly higher proportion of women in the lower quartile indicating a higher proportion of women are in the lower grades, although this has decreased from a high of 93.44% in 2020 it has increased slightly in 2022 to 90.85%.

The lower and upper middle quartiles are in proportion to the numbers of male and female employees. The upper quartile shows a lower proportion of female staff are paid in the higher pay grades when compared to the overall male to female staffing split of 75.6% female and 24.4% male, the percentage of women paid in the upper quartile has decreased from to 65.9% to 64.2% .

The 2022 figures include two new primary schools to the Trust, both schools have a predominantly female staff many of whom are in lower graded part time roles, this has impacted on the mean and median figures for 2022.

Statement from CEO

- The Trust's recruitment, development and retention policies ensure we appoint, develop and retain the best staff regardless of gender. 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.
- It is the belief of the Trust that the gender pay gap indicated in this report reflects the composition of the workforce rather than pay inequalities. Whilst the data shows an increase percentage of female staff in the lower quartile it also shows an increase in the percentage of female staff in the upper middle quartile.
- As of April 2023 of the 48 most senior staff across the Trust 41.6% are male 58.4% are female.
- 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.