

Gender pay gap report 2020/2021

Gender pay gap reporting requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

Fort Pitt Thomas Aveling Academies Trust is an equal opportunities employer and is committed to a working environment that is free from any form of discrimination. We are committed to diversity and recognise as a Trust that our challenge is to increase our gender balance in the organisation, which will in turn positively impact our gender pay gap.

The gender pay gap is different to equal pay. Equal pay deals with the pay differences between men and women to carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

The gender pay gap shows the difference in the average pay between all men and women in the workplace, if a workforce has a particularly high gender pay gap, this can indicate there may be several issues to deal with, and the individual calculations may help to identify what those issues are. This report fulfils the Government's reporting requirements: analyses the figures in more detail, and sets out what we are doing to close the gender pay gap in the Trust

Our recruitment policy seeks to employ people whose values align with those of the Trust and we engage staff who can truly inspire young people and who can deliver our strategic objectives and excellent service irrespective of their gender, colour, race, ethnicity, religion, sexual orientation or disability. Training and support are offered on an equal basis to all staff to encourage career progression. We support the fair treatment of all staff, irrespective of gender through our transparent policies.

At the snapshot date a total of 499 staff were employed within the Fort Pitt Thomas Aveling Academies. 389 female staff (77%) and 110 male staff (23%) were "relevant employees".

Pay Structure

For teachers we have pay scales aligned to the School Teacher Pay and Conditions Document that are reviewed on an annual basis. This is Performance Related Pay.

For support staff we have a pay system of grades set by the NJC (National Joint Council for Local Government Service). Therefore, grades vary according to the level of responsibility that employees have. Each grade has a set pay range; employees are expected to move through the pay range for their grade. The longer period that someone has been in a grade, the more we would expect him or her to earn irrespective of his or her gender

SNAPSHOT DATE: 31 MARCH 2020

Difference in mean and median hourly rates of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference male to female	21.1%	27.3%

Difference in mean and median bonus pay

	Difference in the mean bonus pay	Difference in the median bonus pay
Pay gap. % difference male to female	n/a	n/a

Proportion of male and female employees who were paid bonus pay

	PROPORTION RECEIVING A BONUS
Male employees (% paid a bonus compared to all male employees)	n/a
Female employees (% paid a bonus compared to all female employees)	n/a

Proportion of male and female employees according to quartile pay bands

	QUARTILE 1 (LOWER)	QUARTILE 2. (LOWER MIDDLE)	QUARTILE 3 (UPPER MIDDLE)	QUARTILE 4 (UPPER)
Male (% males to all employees in each quartile)	15.2%	19.2%	19.2%	34.7%
Female (% females to all employees in each quartile)	84.8%	80.8%	80.8%	65.3%

SUPPORTING STATEMENT

I can confirm that the information published here is accurate.

Signature: 

Date: 01/10/2021.....

Status/position: **CEO**

The Trust recognises that there is still a variety of job roles open to male or female applicants. It has been observed that female staff continue to be more attracted to term time only working (38 weeks per year), however there appears to be a slight increase in male interest now in these roles.

There is still a higher female to male ratio in the lower quartile including support roles such as cleaning, catering, student support. However, due to the change in pay structure In September 2020 has now reflected in a decrease in the gap in general to the female figures through all quartiles. There has been an increase in the male Upper quartile due to the appointments of male staff to Senior Leadership roles during this period. Therefore, the pay gap reflects the roles carried out predominantly by women rather than a differential in pay for the same role carried out by different genders.

	MEAN	MEDIAN	STAFF NUMBERS
2017	30	20	490
2018	26.6	26	476
2019	27	28	502
2020	21	26	499

The aim is to provide everyone with opportunities to progress whether to more senior role or other roles within the Trust. To support this staff are encouraged to benefit from the variety of training and development programmes, including Apprenticeships and other accredited routes

FPTA ACADMIES STAFF	MALE	FEMALE	TOTAL IN ROLE
SUPPORT STAFF	35	215	250
TEACHING STAFF	75	174	249
TOTAL STAFF	110	389	499

Actions

Plans to take to address the gender pay gap are:

- continuous improvement of the recruitment process and focus on gender equality
- ensuring all job roles are advertised to eliminate any potential for gender bias, apart for those roles with a genuine reason for requiring a gender
- exploring how men can be attracted into the Trust to create a more even gender balance, given that there are more women than men in every entry level of the organisation
- encourage males to apply for support roles and ensure they are not discouraged in their application. Continuous improvement of the recruitment process and focus on gender equality
- as an equal opportunity employer, continue to appoint the best candidate into the role, regardless of gender or other factors covered by the Equalities Act
- Using Appraisal to support women progress in their careers - through development conversations with their line managers regarding development opportunities
- Continue to support shared parental leave, job sharing, part-time, and term-time only opportunities. Make men aware of and encourage to take advantage of arrangements which enable them to fulfil their caring responsibilities, such as shared parental leave and part time working
- Monitoring pay - to identify pay differences
- Further workforce reporting