

# Gender pay gap report 2019/2020

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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

The six metrics required by the legislation an employer is required to report on six key metrics:

- the difference in the mean pay of full-pay men and women, expressed as a percentage;
- the difference in the median pay of full-pay men and women, expressed as a percentage;
- the difference in mean bonus pay of men and women, expressed as a percentage;
- the difference in median bonus pay of men and women, expressed as a percentage;
- the proportion of men and women who received bonus pay; and
- the proportion of full-pay men and women in each of four quartiles pay bands.

Fort Pitt Thomas Aveling Academies Trust does not have a bonus scheme and therefore we are only reporting on:

- the difference in the mean pay of full-pay men and women, expressed as a percentage;
- the difference in the median pay of full-pay men and women, expressed as a percentage;
- the proportion of full-pay men and women in each of four quartiles pay bands.

We are aware that the gender pay gap is partly an outcome of economic, cultural, societal and educational factors. It may also reflect the outcomes of personal choice. It is the individual's decision to seek paid work, we acknowledge that matters outside of the control of the individual will influence the outcome of that choice, and as an employer, it is important that we explore options to ensure that women's choices are not more constrained than those of men.

As an employer, we are mindful that these posts still provide opportunities for development, for example, apprenticeships. We also have a significant number of Family Friendly Policies and paid Emergency and Special Leave. However, we, like other organisations have had a low take up of Shared Parental Leave. It is often the women, who on returning to a position of responsibility, will ask to step down in order to balance childcare provision.

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. competencies. 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 502 staff were employed within the Fort Pitt Thomas Aveling Academies. 383 female staff (76%) and 119 male staff (24%) 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 2019**

**Difference in mean and median hourly rates of pay**

	<b>Difference in the mean hourly pay</b>	<b>Difference in the median hourly pay</b>
<b>Pay gap. % difference male to female</b>	<b>27.2%</b>	<b>49.4%</b>

**Difference in mean and median bonus pay**

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

**Proportion of male and female employees who were paid bonus pay**

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

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)	12.0	14.3	31.2	37.3
Female (% females to all employees in each quartile)	88.0	85.7	68.8	62.7

**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 (39 weeks per year), The Trust employs a significant number of women in lower graded posts. These posts have a significant impact on pupil education. These roles are attractive to women as they are flexible, part time and term time only allowing employees to balance work and other family/caring responsibilities Comparisons from previous reports as follows:

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

There is still a higher female to male ratio in the lower quartile including support roles such as cleaning, catering, student support. Whilst both the Teacher and the NJC pay rises have focused on moving the low paid to a living wage, this has led to pay rises at the lower end as opposed for middle management and leadership. Whilst this may have had some impact on gender pay, as many of the employees receiving the increased pay rise were low paid women.

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	38	209	247
TEACHING STAFF	81	174	255
TOTAL STAFF	119	383	502

## **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's 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