

## **Gender Pay Gap Report 2021 Data report**

The snap-shot date reported on is 31/03/2020

The average gender pay gap, as a mean average for St Thomas Aquinas Catholic Multi-Academy Trust, is 23.60%. (The mean figure is shown as a percentage and is the difference between the average pay of men and women).

The average gender pay gap, as a median average for St Thomas Aquinas Catholic Multi-Academy Trust, is 46.12%. (The median figure is shown as a percentage and is the difference between the midpoints in the ranges of pay of men and women).

The proportion of males and females, when divided into four groups ordered from lowest to highest paid, is as follows:

### **Upper quartile**

30% male

70% female

### **Upper middle quartile**

25% male

75% female

### **Lower middle quartile**

11% male

89% female

### **Lower Quartile**

13% male

87% female

### **Notes:**

Equal pay deals with the pay difference between men and women who carry out the same work, similar work or work of equal value. It has been unlawful to pay people unequally because they are a man or a woman since 1970. The gender pay gap shows the difference in the average pay between all men and women in a workforce. If a workforce has a particularly high gender pay gap, there can be a number of factors which are causing this. The individual calculations may help to identify these factors.

### **Analysis:**

There is clearly a gender pay gap in pay and this has grown slightly since last year. However, all employees within the Trust are paid in accordance with the Pay Policy which reflect the expectations of the National Teachers Standards Review Body and Local Authority Terms and Conditions of Employment for support staff.

Likewise, teacher salaries are in line with pay nationally recognised Teachers Pay scales and School Leadership scales. Support staff salaries are also in line with recognised national pay scales. Determination of a teacher's point on the pay scale is based on experience and the outcome of annual performance management reviews. No difference is determined by gender.

Pay progression is monitored by Head Teachers and the Trust board to ensure consistency and equal opportunities are maintained. All teacher posts of responsibility have clear job descriptions, all equal value posts have common job descriptions and are paid equal value responsibility points, regardless of gender. Senior Leadership salaries are consistent with the Pay Policy which determined set pay scales for Senior Leaders, again regardless of gender.

Support staff are all employed in-line with the Local Authority or Trust terms and conditions and pay scales. All posts and job descriptions have been fairly evaluated in terms of workload and responsibility and are paid consistently in-line with the evaluated job descriptions. Salaries are not determined according to gender, but by a fair and equal pay policy and Local Authority, Trust and National determined pay scales.

All appointments are subject to a fair equal opportunities process. In analysing the above data it seems evident that the gender differential is based on the higher proportion of female staff who are employed across the Trust. At the snapshot date there were 1325 staff employed of which 1063 were female and 262 were male. This also includes a higher proportion of female part-time colleagues. It also reflects the fact that more females are employed in posts which are allocated salaries at the lowest end of the pay scales, such posts being cleaners, kitchen assistants, Learning Support Assistants and Teaching Assistants. To address this difference the Trust will look to ensure that equal opportunity principles continue to be upheld when appointing to these posts, ensuring that all male and female applicants are given due consideration and are paid in line with the pay policy.

From September 2021 we are engaging with EqualiTeach who will review our equality policies and undertake equality training with our schools.