

Fairchildes Academy Community Trust's Gender Pay Gap Report - Snapshot Date 5th April 2019

Overview

As an employer of over 250 employees, Fairchildes academy Community Trust is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. We have to publicly report on its gender pay gap in six different ways:

- the mean and median gender pay gaps;
- the mean and median gender bonus gaps;
- the proportion of men and women who received bonuses; and
- the number of men and women according to quartile pay bands.

The gender pay gap shows the difference in the average earnings between all men and women in an organisation.

The **mean** gender pay gap is the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

The **median** gender pay gap is the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

Bonus payments are not included in this data as we do not award bonuses to any staff.

We have 228 (91%) female employees and 22 (9%) male employees.

Gender Pay Gap Analysis

Reference data:

31-Mar-19

	Female	Male	Total
Number of relevant employees	228	22	250
Number of full pay relevant employees	218	22	240

For FULL PAY relevant employees only:

	Female	Male	Gap %
Mean hourly rate of pay (period)	15.47	22.05	29.8%
Median hourly rate of pay (period)	10.91	18.75	41.8%

For ALL relevant employees:

	Female	Male	Gap %
Mean bonus (year)	-	-	0.0%
Median bonus (year)	-	-	0.0%

Number of relevant employees receiving a bonus payment

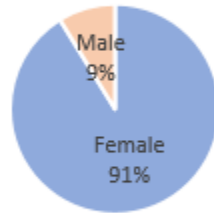
-	-
0.0%	0.0%

Proportion of relevant employees receiving a bonus payment

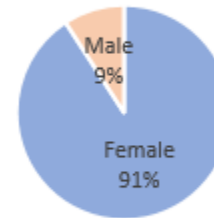
For full pay relevant employees only:

Quartile pay band	Female number	Male number	Total number	Female %	Male %
Lower (0–25% of full-pay relevant employees)	60	-	60	100.0%	0.0%
Lower middle (25–50% of full-pay relevant employees)	60	-	60	100.0%	0.0%
Upper middle(50–75% of full-pay relevant employees)	48	12	60	80.0%	20.0%
Upper (75–100% of full-pay relevant employees)	50	10	60	83.3%	16.7%
Total	218	22	240		

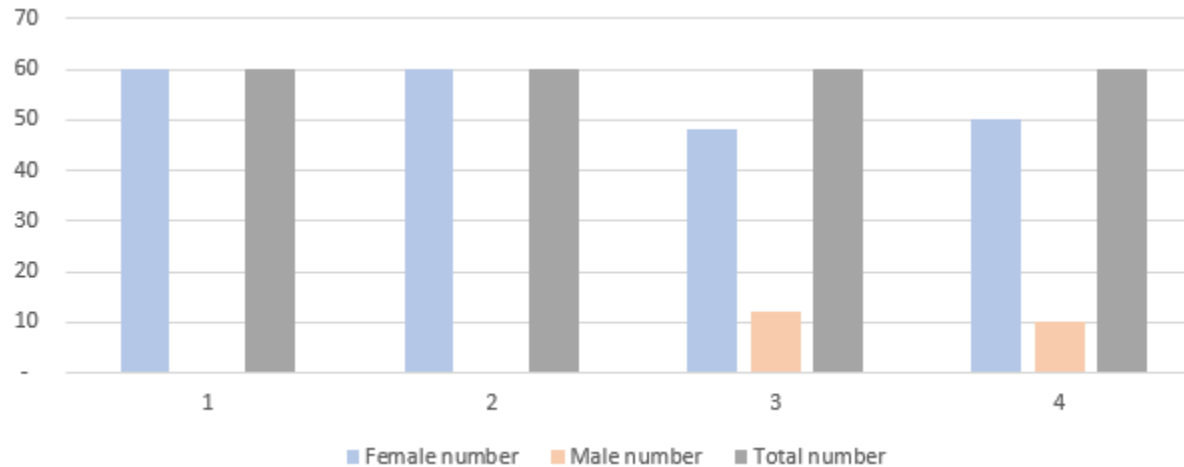
Gender Split
Relevant Employees



Gender Split
Relevant Full Pay Employees



Gender Split Per Quartile



Our Trust operates as an Equal Opportunities employer. We believe that men and women are paid equally for doing equivalent jobs across the Trust. For teaching staff, we use pay scales based on the School Teachers Pay & Conditions Document, and for support staff we follow the job evaluation / grading structure adopted by local authority of which the pay scales set by the NJC.

There are more women than men in our lower paid roles, but there are also more women than men in higher paid ones. The Trust employs more women than men. The number of women employed across the Trust is evenly distributed across the 4 quartiles, whereas, there are fewer men employed by the Trust but more are paid in higher paid roles than in the lower quartiles.

The reason is that many of our support staff roles are attractive to women as we are able to offer term-time and part-time opportunities. In addition, whilst we always offer all roles to both genders, many of the roles involving pastoral care and support for children and housekeeping services are more appealing to women.

The Trust will continue to examine our recruitment, performance management and employee career development opportunities to ensure our processes remain transparent, open, fair and equal. To support this, we will continue to encourage staff to benefit from the variety of training and development programmes, including Apprenticeships and other accredited routes. We will continue to improve our family friendly initiatives so that we encourage men and women to share childcare responsibilities and encourage employees to take advantage of current arrangements that enable them to fulfil their caring responsibilities, including shared parental leave.

Flexible Working Whilst the needs of our children must always come first, most roles are available as job-share, reduced hours, term time only or flexible working patterns and we continue to review requests on a case by case basis.

As a Trust, we acknowledge that there is continued work to do to close the gender pay gap. We will take into accounts the Government Equalities Office guidance to help identify the causes of the gender pay gap and steps that can be taken to eradicate it.

This statement confirms that the published information is accurate at the time of publishing and is signed by Roxana Huque-Dowlet Finance and Business Director of the Fairchildes Academies Community Trust.