

GENDER PAY GAP REPORT 2018

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, and as an employer with over 250 employees, Yorkshire Causeway Schools Trust is required to measure and report on the gender pay gap in the organisation. The Trust is a public sector body and has a data capture date of 31 March in each year.

The Trust comprises one secondary academy and six primary academies at 31 March 2018.

Under the Regulations, there is a requirement to report on the following six measures

1. The mean gender pay gap, expressed as a percentage
2. The median gender pay gap, expressed as a percentage
3. The mean and median bonus gender pay gap
4. The proportion of males receiving a bonus payment
5. The proportion of females receiving a bonus payment
6. The proportion of males and females in each quartile band

The Trust has not paid any bonus payments over the period 1 April 2017 to 31 March 2018 and therefore there is no requirement to report on measure 3, 4 and 5 above.

In relation to the other calculations the data is based on 501 employees at the data capture date, made up of 96 male employees and 405 female employees.

The calculations are as follow:

Mean Gender Pay Gap

	No of employees	Mean Hourly Rate
Male	96	£20.43
Female	405	£15.56

This gives us a mean gender pay gap of **24%** (2017 25%).

Median Pay Gap

	Median Hourly Rate
Male	£21.87
Female	£10.93

This gives us a median gender pay gap of **50%** (2017 48%).

Proportion of Males and Females in Each Quartile Band

Quartile	Male no	Male %	Female no	Female %
Lower Quartile	15	12%	110	88%
Lower Middle Quartile	14	11%	111	89%
Upper Middle Quartile	27	22%	98	78%
Upper Quartile	40	32%	86	68%

In our quartiles we have a higher proportion of women in the lower, lower middle and upper middle quartiles. The overall pay gap is therefore due to a higher number of women in junior positions.

All staff move through pay scales for their grade based on performance, which is monitored regularly. Earnings are based on performance in role irrespective of gender.

Further Analysis

By separating the employees into support staff and teaching staff, the gender pay gap can be analysed further.

Support staff numbers at the data capture date are 275, 55% of the total number of employees. Of these support staff 36 are male (13%) and 239 (87%) are female.

Teaching staff total 216. Of these 72% are female and 28% male

Support Staff Mean Pay Gap

	No of employees	Mean Pay rate
Male	36	£10.99
Female	239	£9.71

This gives us a Mean Pay Gap of 12% - significantly lower than for the Trust overall (2017: 13%)

Support Staff Median Pay Gap

	Median Pay Rate
Male	£9.34
Female	£9.00

This gives a Median Pay Gap of 4% (2017: 11%)

Teaching staff Mean Pay Gap

	No of employees	Mean Pay Rate
Male	60	£26.10
Female	166	£23.97

This gives a Mean Pay Gap of 8% (2017: 9%) .

Teaching Staff Median Pay Gap

	Median Pay Rate
Male	£25.15
Female	£22.85

Giving a Median Pay Gap of 9% (2017: 7%).

The pay gap is higher for support staff than for teaching staff suggesting that there are a higher number of female than male staff in lower paid support roles.

Yorkshire Causeway Schools Trust is an equal opportunities employer. The Trust supports the fair treatment of all staff irrespective of gender.

Supporting statement

I can confirm that the above information has been prepared from the payroll data on the snapshot date and fairly presents the Gender Pay Gap information for Yorkshire Causeway Schools Trust

Signed:



John Wood Executive Principal

