

GENDER PAY GAP REPORT

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 five primary academies at 31 March 2017.

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 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 2016 to 31 March 2017 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 484 employees at the data capture date, made up of 94 male employees and 390 female employees.

The calculations are as follow:

Mean Gender Pay Gap

	No of employees	Mean Hourly Rate
Male	94	£20.28
Female	390	£15.20

A mean gender pay gap of **25%**. Female staff across the Trust earn approximately $\frac{1}{4}$ less than their male counterparts.

Median Pay Gap

	Median Hourly Rate
Male	£21.81
Female	£11.33

A median gender pay gap of **48%**.

Proportion of Males and Females in Each Quartile Band

Quartile	Male no	Male %	Female no	Female %
Lower Quartile	13	11%	107	89%
Lower Middle Quartile	14	12%	107	89%
Upper Middle Quartile	30	25%	91	75%
Upper Quartile	37	30%	85	70%

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 268, 55% of the total number of employees. Of these support staff 34 are male (15%) and 234 (85%) 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	34	£11.41
Female	234	£9.90

A Mean Pay Gap of 13% - significantly lower than for the Trust overall.

Support Staff Median Pay Gap

	Median Pay Rate
Male	£10.20
Female	£9.03

A Median Pay Gap of 11%.

Teaching staff Mean Pay Gap

	No of employees	Mean Pay Rate
Male	60	£25.31
Female	156	£23.15

A Mean Pay Gap of 9%.

Teaching Staff Median Pay Gap

	Median Pay Rate
Male	£24.29
Female	£22.62

A Median Pay Gap of 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.

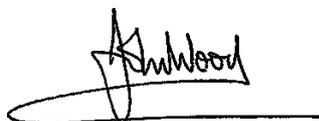
Yorkshire Causeway Schools Trust is an equal opportunities employer. The Trust supports the fair treatment of all staff irrespective of gender.

These figures provide a baseline to identify pay gap trends and take appropriate action where necessary.

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