

## GENDER PAY GAP REPORT 2020

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 seven primary academies at 31 March 2020.

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 2019 to 31 March 2020 and therefore there is no requirement to report on measures 3, 4 and 5 above.

In relation to the other calculations the data is based on 548 employees at the data capture date, made up of 98 male employees and 450 female employees.

The calculations are as follow:

### Mean Gender Pay Gap

	No of employees	Mean Hourly Rate
Male	98	£20.46
Female	450	£15.05

This gives us a mean gender pay gap of **26%** (2019 29%).

### Median Pay Gap

	Median Hourly Rate
Male	£22.49
Female	£10.73

This gives us a median gender pay gap of **52%** (2019 54%).

### Proportion of Males and Females in Each Quartile Band

Quartile	Male no	Male %	Female no	Female %
Lower Quartile	13	9%	124	91%
Lower Middle Quartile	18	13%	119	87%
Upper Middle Quartile	21	15%	116	85%
Upper Quartile	46	34%	91	66%

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 313, 57% of the total number of employees. Of these support staff 39 are male (13%) and 274 (87%) are female.

Teaching staff total 235. Of these 74% are female and 26% male

### Support Staff Mean Pay Gap

	No of employees	Mean Pay rate
Male	39	£11.52
Female	274	£9.66

This gives us a Mean Pay Gap of 16% - significantly lower than for the Trust overall (2019: 12%)

### Support Staff Median Pay Gap

	Median Pay Rate
Male	£10.14
Female	£8.65

This gives a Median Pay Gap of 15% (2019: 6%)

### Teaching staff Mean Pay Gap

	No of employees	Mean Pay Rate
Male	59	£26.36
Female	176	£23.49

This gives a Mean Pay Gap of 11% (2019: 12%).

### Teaching Staff Median Pay Gap

	Median Pay Rate
Male	£25.12
Female	£23.49

Giving a Median Pay Gap of 6% (2019: 6%).

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:



Christopher Burt

Executive Leader