

## GENDER PAY GAP REPORT 2021

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 2021.

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 2020 to 31 March 2021 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 540 employees at the data capture date, made up of 92 male employees and 448 female employees.

The calculations are as follow:

### Mean Gender Pay Gap

	No of employees	Mean Hourly Rate
Male	92	£20.77
Female	448	£15.10

This gives us a mean gender pay gap of **27%** (2020 26%).

### Median Pay Gap

	Median Hourly Rate
Male	£22.45
Female	£10.69

This gives us a median gender pay gap of **52%** (2020 52%).

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

Quartile	Male no	Male %	Female no	Female %
Lower Quartile	12	9%	123	91%
Lower Middle Quartile	17	13%	118	87%
Upper Middle Quartile	22	16%	113	84%
Upper Quartile	41	30%	94	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 309, 57% of the total number of employees. Of these support staff 39 are male (13%) and 270 (87%) are female.

Teaching staff total 231. Of these 77% are female and 23% male

### Support Staff Mean Pay Gap

	No of employees	Mean Pay rate
Male	39	£11.31
Female	270	£9.83

This gives us a Mean Pay Gap of 13% - significantly lower than for the Trust overall (2020: 16%)

### Support Staff Median Pay Gap

	Median Pay Rate
Male	£9.92
Female	£8.81

This gives a Median Pay Gap of 11% (2020: 15%)

**Teaching staff Mean Pay Gap**

	No of employees	Mean Pay Rate
Male	53	£27.73
Female	178	£24.11

This gives a Mean Pay Gap of 13% (2020: 11%).

**Teaching Staff Median Pay Gap**

	Median Pay Rate
Male	£25.81
Female	£24.14

Giving a Median Pay Gap of 6% (2020: 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