

## GENDER PAY GAP REPORT 2022

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 eight primary academies at 31 March 2022.

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 2021 to 31 March 2022 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 574 employees at the data capture date, made up of 118 male employees and 456 female employees.

The calculations are as follow:

### Mean Gender Pay Gap

	No of employees	Mean Hourly Rate
Male	118	£19.91
Female	456	£16.71

This gives us a mean gender pay gap of **16%** (2021 27%).

### Median Pay Gap

	Median Hourly Rate
Male	£20.38
Female	£12.93

This gives us a median gender pay gap of **37%** (2021 52%).

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

Quartile	Male no	Male %	Female no	Female %
Lower Quartile	27	19%	116	81%
Lower Middle Quartile	23	16%	120	84%
Upper Middle Quartile	20	14%	124	86%
Upper Quartile	48	33%	96	67%

### 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 324, 56% of the total number of employees. Of these support staff 58 are male (18%) and 266 (82%) are female.

Teaching staff total 250. Of these 76% are female and 24% male

### Support Staff Mean Pay Gap

	No of employees	Mean Pay rate
Male	58	£11.33
Female	266	£11.26

This gives us a Mean Pay Gap of 1% - significantly lower than for the Trust overall (2021: 13%)

### Support Staff Median Pay Gap

	Median Pay Rate
Male	£10.05
Female	£10.13

This gives a Median Pay Gap of -1% (2021: 11%) meaning that the mid-point pay rate for support staff women is higher than it is for support staff men.

### Teaching staff Mean Pay Gap

	No of employees	Mean Pay Rate
Male	60	£28.21
Female	190	£24.34

This gives a Mean Pay Gap of 14% (2020: 13%).

#### Teaching Staff Median Pay Gap

	Median Pay Rate
Male	£26.61
Female	£24.14

Giving a Median Pay Gap of 9% (2021: 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: *Jane Goodwin* Jane Goodwin, Interim CEO