



GENDER PAY GAP REPORT 2023

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 2023.

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 2022 to 31 March 2023 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 498 employees at the data capture date, made up of 88 male employees and 410 female employees.

The calculations are as follow:

Mean Gender Pay Gap

	No of employees	Mean Hourly Rate
Male	88	£22.90
Female	410	£18.05

This gives us a mean gender pay gap of **21%** (2022 16%).

Median Pay Gap

	Median Hourly Rate
Male	£25.27
Female	£14.68

This gives us a median gender pay gap of **42%** (2022 37%).

Proportion of Males and Females in Each Quartile Band

Quartile	Male no	Male %	Female no	Female %
Lower Quartile	14	11%	111	89%
Lower Middle Quartile	18	14%	107	86%
Upper Middle Quartile	16	13%	109	87%
Upper Quartile	40	33%	83	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 275, 55% of the total number of employees. Of these support staff 38 are male (14%) and 237 (86%) are female.

Teaching staff total 223. Of these 78% are female and 22% male

Support Staff Mean Pay Gap

	No of employees	Mean Pay rate
Male	38	£13.96
Female	237	£12.75

This gives us a Mean Pay Gap of 9% - significantly lower than for the Trust overall (2022: 1%)

Support Staff Median Pay Gap

	Median Pay Rate
Male	£11.50
Female	£11.38

This gives a Median Pay Gap of 1% (2022: -1%)

Teaching staff Mean Pay Gap

	No of employees	Mean Pay Rate
Male	50	£29.69
Female	173	£25.30

This gives a Mean Pay Gap of 15% (2021: 14%).



Teaching Staff Median Pay Gap

	Median Pay Rate
Male	£28.12
Female	£25.35

Giving a Median Pay Gap of 10% (2022: 9%).

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:

A handwritten signature in black ink that reads 'Jane Goodwin'.

Jane Goodwin CEO

