



## Arden Multi Academy Trust Gender Pay Gap Reporting

Arden Multi Academy Trust is committed to ensuring that there is equality across the organisation and to providing all employees with equal opportunities.

We support the fair treatment of all staff, irrespective of gender through our transparent policies including the Equality Policy and the Safer Recruitment Policy

### Our 2023-24 gender pay gap report

Arden Multi Academy Trust is required by law to carry out gender pay gap reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out six calculations that show the difference between the average earnings of men & women in our organisation, but does not involve publishing individual colleagues' data.

We are required to publish the results on our own website and to a government website <https://gender-pay-gap.service.gov.uk/> where the results from other organisations can also be viewed.

Gender pay reporting requires us to make calculations based on colleague gender, and their pay during March 2023. We have done this by using our existing payroll records, and following the approach to reporting set out in government guidance. We can use these results to assess the levels of gender equality in the Trust, in relation to pay, and the balance of male and female employees at different levels.

This is our sixth annual report.

Within the Trust 67% of our staff are female and 33% are male; data last year was 66% and 34% so minimal change. Men and women are paid equally for doing equivalent jobs across the Trust. We use pay scales based on the School Teachers Pay & Conditions Document, and for support staff each academy follows the pay scales set by the NJC. Pay scales and grades are based on a thorough and robust appraisal process; earnings are based on performance outcomes, irrespective of gender.

It is interesting to point out that the methodology for calculating hourly rates between teachers and support staff is very different. A teacher on a salary of £30,000 (the bottom of their pay scale) has their pay divided by 1265 annualised hours which equates to £23.72 per hour whereas a full time

member of support staff has their pay divided over 52.14 annual weeks and 37 weekly hours, resulting in an hourly rate of £15.55. This equates to a pay gap of 53% on the same full-time salary, just depending on which category of staff they fall into.

We are a flexible employer and offer a Flexible Working Policy to all employees. In addition to maternity and paternity leave, shared parental leave is supported; this year has seen an increasing number of teaching staff taking Shared Parental Leave.

The majority of the support roles in the Trust are part-time, either aligning closely with the hours of attendance of pupils or for part of that time eg. 39 weeks per year. We have observed that female staff tend to be more attracted to term time only working with some support staff opting for junior part-time, term time only roles such as lunchtime supervisors and catering assistants. Whilst this impacts on average salaries, it is a factor that influences the decision of applicants and the continuation of employment from staff. There are examples within the Trust, of staff progression where staff employed as lunchtime supervisors (minimal hours/pay) or catering assistants progress to other roles within the Trust eg. Learning Support Assistant/Administrative roles when they make the personal decision to apply for a role with more hours and increased responsibility.

In accordance with the reporting requirements, we report below the mean gender pay gap and the median pay gap.

Gender Analysis at 31.03.23		No Employees	Mean Pay Gap	Median Pay Gap	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Arden Multi Academy Trust	Teaching Staff	185 F	9.7%	6.5%	65% F	66% F	62% F	50% F
		120M			35% M	34% M	38% M	50% M
	Support Staff	205 F	8.8%	3.7%	78% F	74% F	77% F	70% F
		70 M			22% M	26% M	23% M	30% M
	Total	390 F	20.7%	35.8%	76% F	73% F	63% F	57% F
		190 M			24% M	27% M	37% M	43% M

Data from the previous year is shown below.

Gender Analysis at 31.03.22		No Employees	Mean Pay Gap	Median Pay Gap	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Arden Multi Academy Trust	Teaching Staff	182 F	9.2%	6.5%	61% F	64% F	65% F	48% F
		124M			39% M	36% M	35% M	52% M
	Support Staff	196 F	7.8%	-2.0%	76% F	70% F	79% F	73% F
		68 M			24% M	30% M	21% M	27% M
	Total	378 F	20.6%	34.1%	73% F	75% F	63% F	55% F
		192 M			27% M	25% M	37% M	45% M

No bonuses were paid to any member of staff for the reporting period.

#### Action taken since last year

Arden Multi Academy Trust undertakes ongoing analysis to understand its gender pay gap. It has reviewed the [Government Equalities Office recommendations](#) and the following processes are in place:

- Our leadership and middle leader development programmes support women with leadership potential to develop the skills and competencies to secure school leadership roles
- Reviews of recruitment processes across the Trust to ensure there is structure and a transparency to the process; ongoing safer recruitment training. During the recruitment process actions that have been highlighted by the Government Equalities Office as proven to reduce the gender pay gap are actively used:
  - Skill-based assessment in recruitment where candidates perform tasks they would be expected to perform in the role for which they are applying eg. teachers teaching or administrative staff carrying out computer /skills based tasks
  - Structured interviews for recruitment and promotions where all candidates are asked the same questions in a predetermined order and format
  - Salary ranges are communicated in all adverts
  - Transparency in promotion, pay and reward processes - a clearly outlined appraisal process is communicated to all employees where objectives are SMART and employees are clear about what is expected in the process.

## **Next steps**

We are continuing to review our recruitment and pay processes to make improvements which consolidate good practice and may assist with narrowing the gender pay gap longer term. Over the next year the Trust will look to implement an applicant tracking system to automate and streamline the recruitment process.