

Gender Pay Gap Data 2020



SHIRELAND
COLLEGIATE ACADEMY TRUST

Introduction

All organisations who employ 250 or more employees are required by law to publish their specific gender pay information 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 and women in our organisation.

Legislative requirements:

All UK companies with 250 or more employees on 31st March 2019 are required to publish specific gender pay information:

- Mean and median gender pay gap
- Mean and median gender bonus gap
- Proportion of males and females receiving a bonus
- Proportion of males and females by quartile pay band
- Figures for each legal entity with at least 250 employees on the snapshot date must be calculated and reported separately
- The mean and median gender pay gap is based on the hourly rates of pay as at 31st March 2020
- The mean and median gender bonus gap considers bonus pay received in the 12 months leading up to 31st March 2020
- Pay quartiles look at the proportion of men and women in four pay bands when we divide our workforce into four equal parts

This report provides data on those employees who are employed under a contract of employment, excluding those staff who are on maternity leave; paternity leave; unpaid leave; long term sickness absence and agency staff.

At the point of our snapshot data collection, there were a total of 459 full-pay relevant employees; 75% female and 25% male.



■ Male ■ Female

Our Gender Pay Gap

The information below shows the overall mean and median gender pay gap based on hourly rates at the snapshot date of 31 March 2020. Together with the mean and median bonus pay gap.

Mean
26%

Median
38.22%

Bonus Mean
55.13%

Bonus Median
32.86%

Mean and Median Gender Pay Gap

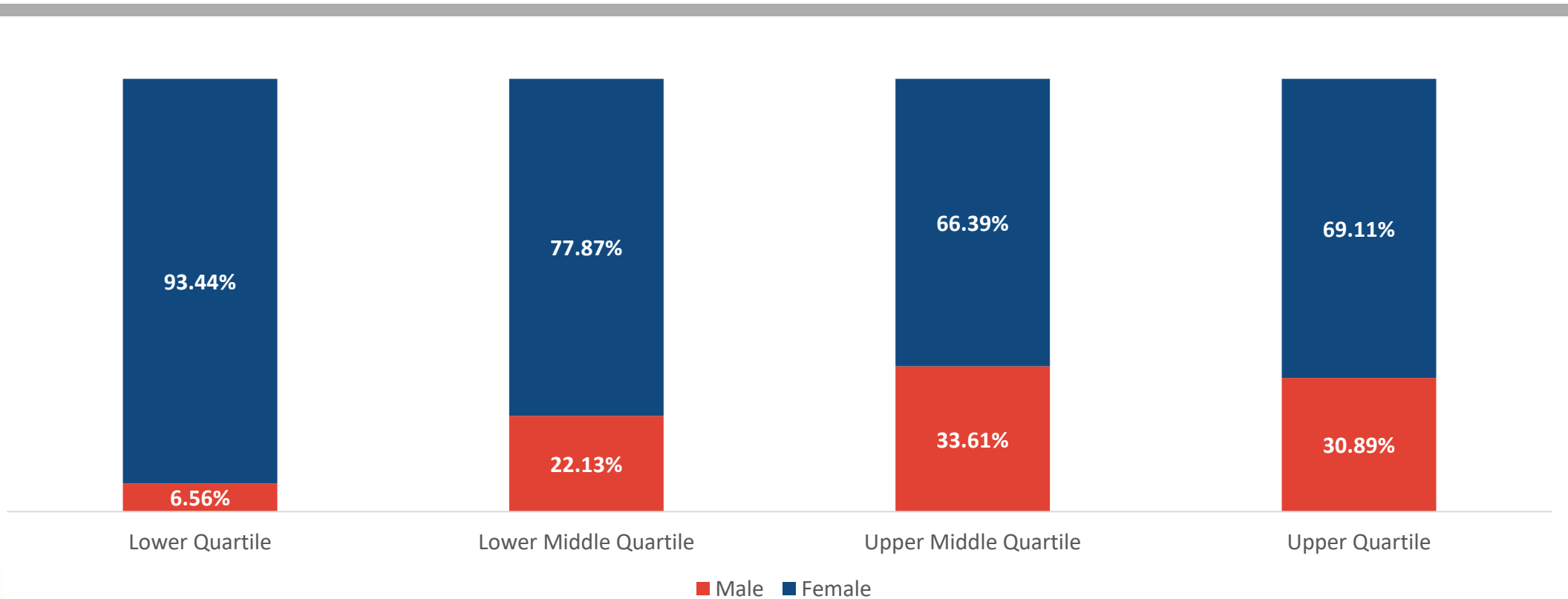
The mean gender pay gap is the difference in average hourly rates of pay that male and female employees receive. This gives an overall indication of the gender pay gap by taking all the hourly rates of pay and dividing by the number of employees in scope.

The median gender pay gap shows the difference between the midpoint of the ranges of hourly pay for men and women by ordering individual rates of pay from lowest to highest and comparing the middle value.

Pay Quartiles

Proportion of Males and Females by Quartile

this is the percentage of men and women employees in four quartiles (dividing our workforce into four equal parts).



Mean and Median Gender Pay Gap

Shireland Collegiate Academy Trust has significantly more female employees 75% than male 25%.

The data for Shireland Collegiate Academy Trust shows that our mean gender pay gap (difference in the average between men and women's pay) is reducing year on year **26.00%** in 2020 compared to **26.95%** in 2019 and **27.8%** in 2018. The median gender pay gap (the difference in the midpoint of men and women's pay) is **38.22%** compared to **42.99%** in 2019.

The growth of the Trust has seen the percentage of male employees reduce from **30.87%** in 2019 to **25%**. Within the four quartiles there is a significantly higher proportion of women in the lower quartile indicating a higher proportion of women are in the lower grades. The lower middle quartile is in proportion to the numbers of male and female employees. The upper middle and upper quartiles show a lower proportion of female staff are paid in the higher pay grades when compared to the overall male to female staffing split of 75% female and 25% male, however the percentage of women paid in the upper quartile has increased from 66.67% to 69.11%.

Statement from CEO

- The Trust's recruitment, development and retention policies ensure we appoint, develop and retain the best staff regardless of gender. We will encourage employees to raise issues that they believe contribute to gender inequality and we will work with them to break down barriers where they exist.
- It is the belief of the Trust that the gender pay gap indicated in this report reflects the composition of the workforce rather than pay inequalities. The data shows a reducing percentage of female staff in the lower quartile and an increase in the percentage of female staff in the upper quartile.
- We will be open and transparent with our employees about our gender pay gap and will encourage them to contribute ideas for ensuring the gender pay gap is closed or eliminated in the future.