



2nd August 2022

East Midlands Academy Trust Gender Pay Gap Report **(Snapshot date 31/03/2022, reporting year 2022/2023)**

Introduction

From 6th April 2017 HMRC introduced legislation that any organisation that has 250 or more employees must publish and report specific figures about their gender pay gap. The East Midlands Academy Trust is a Private Limited Company by guarantee without share capital use of 'Limited' exemption and as a relevant employer the snapshot date for the applicable employees was the 31st of March 2022.

HMRC defines the applicable employees as people who have a contract of employment within our organisation, verbally agreed or a written agreement that sets out employment conditions, rights, responsibilities and duties.

This Gender Pay Gap report covers employees in the following schools.

- Castle Academy
- Hardingstone Academy
- Northampton International Academy
- Orchard Academy
- Prince William School
- Shepherdswell Academy
- Stimpson Avenue Academy

and also includes employees from the trust central team.

- East Midlands Academy Trust

As part of the legislation for Gender Pay Gap Reporting we, East Midlands Academy Trust must report the following figures.

- Mean gender pay gap in hourly pay
- Median gender pay gap in hourly pay
- Mean bonus gender pay gap
- Median bonus gender pay gap
- Proportion of males and females receiving a bonus payment
- Proportion of males and females in each pay quartile



East Midlands Academy Trust Gender Pay Gap Report

The data for this report was captured using our payroll data as of 31st March 2022 (snapshot date).

Mean Gender Pay Gap in hourly pay:

Mean Gender Pay Gap	30.50%	An increase of 2.4% from last year's snapshot 31/03/2021
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Median Gender Pay Gap in hourly pay:

Median Gender Pay Gap	49.81%	An increase of 0.04% from last year's snapshot 31/03/2021
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Mean Bonus Gender Pay Gap/Median Bonus Gender Pay Gap/Proportion of Men and Women who received a bonus in 2021/2022:

No bonuses were paid to staff in the year ending 31st March 2022.

Proportion of Men and Women in each quartile:

Quartile	Gender	Proportion %	Increase or decrease from last year's snapshot 31/03/2021
Lower Quartile	Male	8.03	-0.06
Lower Quartile	Female	91.97	+0.06
Lower Middle quartile	Male	16.67	+0.37
Lower Middle Quartile	Female	83.33	-0.37
Upper Middle Quartile	Male	20.44	-1.78
Upper Middle Quartile	Female	79.56	+1.78
Upper Quartile	Male	37.68	-0.10
Upper Quartile	Female	62.32	+0.10



Equal Opportunities

The East Midlands Academy Trust is an equal opportunities employer and does not discriminate on the grounds of sex, sexual orientation, gender reassignment, marriage and civil partnership, race (including ethnic or national origins, colour, or nationality), religion or belief (including lack of belief), pregnancy or maternity, disability, or age.

Narrative

As of 31st March 2022 the East Midlands Academy Trust's staff proportions were 79.27% female (increase of 0.34% from 2020/21) and the remaining 20.73% male (a decrease of 0.34% from 2020/21). It is quite common for a high proportion of the workforce in education to be female as the job roles are recognised for their flexibility and work-life balance. The East Midlands Academy Trust supports work life balance through adoption of procedures and processes in relation to the Work and Families Act 2006, for example the trust adopted a flexible working request process which is a crucial factor for female employees influencing the continuation of their employment within the trust. Gov.uk recognises that a higher proportion of women choose occupations that offer less financial reward, less working hours which coincidentally earn less than their full-time counterparts, all of which are overlapping causes of gender pay gaps. East Midlands Academy Trust (EMAT) recognises that our school-based roles have traditionally attracted females due to their term time and part time basis which enables responsibilities outside of work to be taken, however EMAT has no preconception that females should fulfil these additional roles outside of work. In addition, inews (2022) published an article which predicts that "the shortage of male secondary school teachers is to hit new low depriving vulnerable pupils of positive male role models".

The East Midlands Academy trust mean gender pay gap increased by 2.4% from last year's snapshot date 31/03/2021 due to the employment of multiple senior leaders with specific skills and experiences within the schools during the tax year to add capacity and drive the quality of education. If these were removed from the analysis the gender pay gap figure improves considerably: mean gender pay gap in hourly pay- 26.22%, median gender pay gap in hourly pay - 46.48%.

As highlighted by Gov.uk it is recognised that women and are less likely to progress up the career ladder into higher paid senior roles and this gender pay gap cause was one of the reasons the gender pay gap reporting was introduced. EMAT values diversity amongst the staff. In all staff appointments the most suitable candidate is appointed on professional criteria, with recruitment conducted ensuring safeguarding pupils/students and safer recruitment in education procedures adhered to, and in a manner consistent with the requirements of the Equality Act 2010. The Office for National Statistics (2021) reported in their latest release that compared with lower-paid employees, higher earners experienced a much larger difference in hourly pay between the sexes. Additionally, the Department for Education (DofE) identified that their gender pay gap widened among its senior staff.



Our median gender pay gap on 31st March 2022 was 49.81% a 0.04% increase from our 2020/21 figures. As articulated by Schools Week (2022) Education has the third highest gap among all sectors, with trusts making up approximately 50% of the fifty large UK employers with the biggest gaps. Comparing East Midlands Academy Trust data with other trusts the pay gap figures differed from a mean gap of 13.3% - 30% and a median of 22.3% - 66.2% for trusts that have reported their 31/03/2022 snapshot data. However, in comparison the teachers' union NASUWT has a 33% gap among staff. A State of Education survey from English state-school teachers between 24th February to 8th March 2022 published and conducted by the National Education Union (NEU 2022) revealed that 44% of teachers plan to leave the profession by 2027 and the NASUWT 2022 pay survey concluded that 54% of teaching staff cite pay as a key factor driving them to leave the profession. East Midlands Academy Trust follows the Schools Pay and Conditions Document from the Department of Education and pays their staff in accordance with the National Joint Council for support staff and England Pay Scales for teaching staff. NASUWT predicts an imminent recruitment and retention crisis unless there is a significant pay rise for teachers. The School Teachers' Review Body (STRB) has recommended a 5% pay increase to teachers pay and allowances, the consultation period closes on 23rd September 2022. To promote recruitment and retention, retain talent and create career pathways for employees across the trust in a post pandemic environment of pay freezes, unmanageable workloads, and staff shortages, in September 2021 East Midlands Academy Trust launched the "EMAT Training Hub" offering progression opportunities for employees across the trust. East Midlands Academy Trust are transparent and free of any bias and/or discrimination in their Talent Management processes.

The Gender Pay Gap Report for the East Midlands Academy Trust will be published annually by the 31st of March of the following year via the website and the government website to adhere to the statutory deadline. East Midlands Academy Trust are dedicated to reporting their data, which provides them with the tools to compare their results, distinguish any trends and create an action plan to continually commit to reducing their gender pay gap and commitment to staff.

[Commitment from East Midlands Academy Trust](#)

We aim to reduce our gender pay gap within the next 12 months and annually thereafter. We are committed to do everything that we can to reduce the gaps and identify barriers affecting our staff. We will continue to update our recruitments processes, focusing on retention and motivation to support and encourage internal promotion through our EMAT Training Hub. We continually review our appraisal process and pay progression is a crucial part of our continuous improvement, we continue to focus on career and personal development for all staff and ensure our policies are robust and consistent and will continue to monitor and strive to influence positive changes to our gender pay gap during our ongoing growth and development.