



8th October 2020

East Midlands Academy Trust Gender Pay Gap Report 2019/20 (Snapshot date 31/03/2020, reporting year 2020/2021)

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 March 2020.

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 2019/20 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 at 31st March 2020 (snapshot date).

Mean Gender Pay Gap in hourly pay:

Mean Gender Pay Gap	28.48%	A increase of 0.98% from last year 2018/19
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Median Gender Pay Gap in hourly pay:

Median Gender Pay Gap	50.86%	A decrease of 1.48% from last year 2018/19
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Mean Bonus Gender Pay Gap/Median Bonus Gender Pay Gap/Proportion of Men and Women who received a bonus in 2019/20:

No bonuses were paid to staff in the year ending 31st March 2020.

Proportion of Men and Women in each quartile:

Quartile	Gender	Proportion %	Increase or decrease from last year 2018/19
Lower Quartile	Male	7.87%	-0.13%
Lower Quartile	Female	92.13%	0.13%
Lower Middle quartile	Male	14.06%	1.06%
Lower Middle Quartile	Female	85.94%	-1.06%
Upper Middle Quartile	Male	21.88%	-1.13%
Upper Middle Quartile	Female	78.13%	1.13%



Upper Quartile	Male	36.72%	6.72%
Upper Quartile	Female	63.28%	-6.72%

Equal Opportunities

The East Midlands Academy Trust is an equal opportunities employer and undertakes not to 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.

In addition to the above the Trust values diversity amongst the staff. In all staff appointments the most suitable candidate will be appointed on professional criteria, with recruitment carried out ensuring safeguarding pupils/students and safer recruitment in education procedures are adhered to, and in a manner consistent with the requirements of the Equality Act 2010.

Narrative

As at 31st March 2020 the East Midlands Academy Trust's staff proportions were 79.84% female and the remaining 20.16% male. It is very 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 which are two very important factors influencing continuation of employment with the Trust.

A 2019 analysis by The Guardian found that 50% of companies who filed the worst rated gender pay gap figures were Multi Academy Trusts (MATs) with 4/5 MATs reporting a median pay gap worse than the national average. The analysis demonstrated that women dominated the lowest paid jobs in the MATs with a high gender pay gap. The gender pay gap is an equality measure but unfortunately does not show differences in pay for comparable jobs. 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 and are less likely to progress up the career ladder into higher paid senior roles, all of which are overlapping causes of gender pay gaps. The Independent (2020) published an article that explained despite continuous efforts the results for 2019 showed that 78% of the biggest companies in Britain reported a gap.

Due to the coronavirus pandemic, enforcement of the gender pay gap reporting deadlines has unfortunately been suspended for this year. Nevertheless, we are dedicated to reporting our data, which provides us with the tools to compare our results, distinguish any trends and create an action plan so we can continually commit to reducing our gender pay gap and commitment to our staff.

The East Midlands Academy Trust mean gender pay gap is 28.48% a slight increase of 0.98% from last year 2018/19. Analysing our data further our median gender pay gap at 31st March was 50.86% a positive 1.48% decrease from our 2018/19 figures. According to the Guardian (2019), the education sector has one of the worst gender pay gaps of 25.9%. Comparing our data with another trust and an



academy our figures were align with a mean gap of 28% and a median of 48.30% for the other trust and a mean pay gap of 22.8% and median of 42.2% for the academy. The suspension of the gender pay gap has been an unfortunate limit on our opportunity for more comparable data.

We are committed to do everything that we can to reduce the gaps and identify barriers affecting our staff. We will continue to make changes to our recruitments processes, focusing on retention and motivation to support and encourage internal promotion. We have already commenced the implementation of a new recruitment strategy with the hiring of our Workforce Planning and Talent Manager. Reviewing our appraisal process and pay progression is a crucial part of our continuous improvement, we focus on career and personal development for all staff and ensure our policies are robust and consistent. In addition, we recognised the bonus proportion gap in our gender pay gap reporting last year (2018/19) so in order to influence a change to these figures we did not pay out any bonuses to employees across the trust in 2019/20. We will continue to monitor and strive to influence positive changes to our gender pay gap during our ongoing growth and development. We expect our mean and median gender pay gap to be reduced within the next 12 months.

The Gender Pay Gap Report for the East Midlands Academy Trust will be published annually by the 31st March of the following year via our website and the government website to adhere to the statutory deadline.