



26th November 2021

East Midlands Academy Trust Gender Pay Gap Report 2020/21 (Snapshot date 31/03/2021, reporting year 2021/2022)

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 2021.

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 2020/21 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 2021 (snapshot date).

Mean Gender Pay Gap in hourly pay:

Mean Gender Pay Gap	28.10%	A decrease of 0.38% from last year 2019/20
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Median Gender Pay Gap in hourly pay:

Median Gender Pay Gap	49.77%	A decrease of 1.09% from last year 2019/20
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Mean Bonus Gender Pay Gap/Median Bonus Gender Pay Gap/Proportion of Men and Women who received a bonus in 2020/21:

No bonuses were paid to staff in the year ending 31st March 2021.

Proportion of Men and Women in each quartile:

Quartile	Gender	Proportion %	Increase or decrease from last year (2019/20)
Lower Quartile	Male	8.09%	+0.22%
Lower Quartile	Female	91.91%	-0.22%
Lower Middle quartile	Male	16.30%	+2.24%
Lower Middle Quartile	Female	83.70%	-2.24%
Upper Middle Quartile	Male	22.22%	+0.34%
Upper Middle Quartile	Female	77.78%	-0.34%
Upper Quartile	Male	37.78%	+1.06%
Upper Quartile	Female	62.22%	-1.06%



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 at 31st March 2021 the East Midlands Academy Trust's staff proportions were 78.93% female (decrease of 0.91% from 2019/20) and the remaining 21.07% male (an increase of 0.91% from 2019/20). 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. 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 process for employees to submit flexible working requests which is an important 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 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. East Midlands Academy Trust 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 the Times (2020) published an article which recognised the exodus of male teachers and the gender imbalance in classrooms and it's effect on children's achievements but despite this shortage the trust has increased their male staff proportion by 0.91% from last year 2019/20.

The male staff proportion has increased in each quartile however mostly in the lower-middle quartile due to the employment of an EMAT Central Services team operating in Site roles and Information Technology roles which are male dominated. An analysis in the Guardian (2020) showed that 17% of the digital workforce was female, a recognised gender gap. In addition, the trust employed male teaching assistants and early career teachers which made up the 2.24% lower-middle quartile increase for male employees, coincidentally decreasing the female proportion of staff in the lower-middle quartile. The Guardian (2020) published an article that represented that trainee teacher applications soared by 65% during the Coronavirus pandemic while the Department of Education published improvement on diversity in secondary schools. The Trust values diversity amongst the staff. In all staff appointments the most suitable candidate is appointed on professional criteria, with recruitment carried out 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. In addition EMAT pay all staff according to the National Joint Council pay scales and Schools Pay and Conditions Document.

The East Midlands Academy Trust mean gender pay gap is 28.10% a decrease of 0.38% from last year 2019/20. Analysing our data further our median gender pay gap at 31st March was 49.77% a positive 1.09% decrease from our 2019/20 figures. According to the Office of National Statistics (ONS 2020)



the education sector has one of the worst gender pay gaps of 24.6%. Comparing East Midlands Academy Trust data with other trusts the pay gap figures are similar with a mean gap of 28.5% and a median of 43.7% for one multi academy trust (MAT) and for the other MAT a mean pay gap of 29.4% and median of 64.7%. 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.

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

East Midlands Academy Trust has launched the “EMAT Training Hub” offering progression opportunities for employees across the trust, retain talent and drive the Trust-wide inclusion and safeguarding agenda. The EMAT Training hub was launched in September 2021 and is the trusts new training and development facility that will be used to work with everyone across the organisation on their CPD needs creating career pathways for everyone that will enhance all employees and further cement the trust values; inclusion, innovation, integrity, inspiration, and impact. East Midlands Academy Trust are transparent and free of any bias and/or discrimination in their Talent Management processes.

[Commitment from East Midlands Academy Trust](#)

We expected our mean and median gender pay gap to be reduced by 31/03/2021 and we have achieved a decreased mean gender pay gap of 28.10%, decreased median gender pay gap of 49.77% and increased male proportion of staff. We aim to reduce our gender pay gap further within the next 12 months. 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 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. We will continue to monitor and strive to influence positive changes to our gender pay gap during our ongoing growth and development.