



St Alban Catholic Academies Trust Gender Pay Gap Report 2017

Detailed research has been carried out to measure the 'gender pay gap' at St Alban Catholic Academies Trust showing that we are in a better position than many other public sector organisations, although work remains to be done to achieve total parity.

The average gap in pay rates for men and women in the trust is 19.6 per cent in favour of men. That compares to an average of 17.7 per cent for the public sector as a whole.

However, analysing these statistics is a complicated business. The following 'questions and answers' will help explain the situation.

What is the Gender Pay Gap?

The gender pay gap is the percentage difference between average hourly pay for men and women.

The gender pay gap also considers the difference between 'bonuses' for both men and women (the term 'bonus' is explained in full further down).

What statistics have to be published?

Government legislation introduced in April 2017 requires all public sector employers of 250 or more employees to publish the following by 30 March:

- mean gender pay gap (salaries added up and divided by the number of employees)
- median gender pay gap (salaries lined up from lowest to highest and middle value is taken)
- gender bonus gap (mean and median averages)
- proportion of men and women in the workforce receiving bonuses and
- proportion of men and women in each quartile of the organisation's pay bands

How often is this information published?

This is the first year we have been required to publish data of this kind. From 2018 on it will be updated on an annual basis.

What's a bonus? I didn't think Public Sector workers get these.

You're right, they don't.

Included in the 'bonus' category is the incentive - £200 in shopping vouchers - paid to any employees who complete 25 years employment with the Trust.

There's a gender pay gap in favour of men. Does this mean that SACAT is being unfair to some female employees?

We are committed to the principle of equal opportunities and treatment for all employees and we have a clear policy of paying employees equally for the same or equivalent work.

A table included in the report to the Administration and Regulation Committee (available via the link below) shows that the workforce has been divided into four equal-sized groups based on hourly pay rates – Band A being the lowest paid 25%, Band D being the highest paid 25%.

We employ more women than men, in fact 78 per cent of our workforce is female. Women are employed fairly equally across all four bands.

Do female employees get paid less than men at SACAT when they are doing the same job?

Not when they are recruited, providing candidates have the same level of experience/time in post.

The only difference between two individuals in the same role, regardless of their gender, will be the length of time they have been with the Trust and the increments they have therefore received. There may also be differences where patterns of work differ and employees may be eligible for additional allowances e.g. Teaching and Learning Responsibility allowances, however this is determined by role.

There's a mean gender bonus gap in favour of men. What does this mean?

The mean gender bonus gap is 100% in favour of males, however this figure is distorted due to the fact that we only had one member of staff who was eligible for 25 years' service award in the reporting year. The member of staff happened to be male.

How does the Trust's gender pay gap compare to other employers?

We will know more about how we sit in relation to other Trusts – both locally and nationally – when they publish their data. This will all be online by March 30.

What will the Trust do to close the gap?

We are committed to reducing the gap wherever possible.

We already have in place a number of schemes to help both women and men progress in the workplace, but we have more ideas. These include, but are not limited to:

- actively promote existing employee procedures, schemes and working patterns to attract and retain employees (for example Shared Parental Leave, flexible working, working hours/patterns)
- ensure that the approach to job evaluation, local conventions and practice is gender neutral
- review the application of allowances

If I think I'm not being paid correctly, what should I do?

In the first instance, you should contact the Trust Secretary by email fcrowther@cardinalnewmanschool.net

SACAT Gender Pay Gap Data

- The mean gender pay gap for SACAT is **19.6 %** in favour of men.
- The median gender pay gap for SACAT is **17.6 %** in favour of men.
- The mean gender bonus gap for SACAT is **100%** in favour of men*.
- The median gender bonus gap for SACAT is **100%** in favour of men*

The proportion of male employees in SACAT receiving a bonus is 1.1% and the proportion of female employees receiving a bonus is 0%

*From a workforce of 427, one male recipient of £200 shopping vouchers in the 12 month period to 31 March 2017

Pay quartiles/data by gender			
Band	Males	Females	Description
A	18.7%	81.3%	Includes all employees whose hourly pay places them in the lower quartile
B	15%	85%	Includes all employees whose hourly pay places them above the lower quartile but at or below the median
C	21.5%	78.5%	Includes all employees whose hourly pay places them at or above the median but below the upper quartile
D	31.1%	68.9%	Includes all employees whose hourly rate places them in the upper quartile
Overall	21.55%	78.45%	Breakdown by gender of all full pay relevant employees

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Comparable Rates at SACAT

Hourly Pay	Number of in- scope full pay employees	Range – hourly rates	Mean (Average) hourly rate	Median (mid-point) hourly rate
Males	92	£8.25 – £61.82	£17.51	£13.72
Females	335	£8.25 - £43.88	£14.08	£11.30

Gender Pay Gap Online Data - <https://gender-pay-gap.service.gov.uk/viewing/employer-details?id=wkdVI5c7B7SEhqqVXz6yaQ%21%21>



Joe Richardson
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