

TCAT



GENDER PAY GAP REPORT

THE CHALLENGE ACADEMY TRUST

SNAPSHOT DATE: 31/03/2020

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INTRODUCTION

The Challenge Academy Trust is an employer required to report on the gender pay gap within its workforce. The gender pay gap is the difference between the average (mean or median) earnings of men and women, expressed as a percentage of men's earnings.

The Trust is obliged to calculate, report and publish the following gender pay gap figures:

1. percentage of men and women in each hourly pay quarter;
2. mean (average) gender pay gap using hourly pay;
3. median gender pay gap using hourly pay;
4. percentage of men and women receiving bonus pay;
5. mean (average) gender pay gap using bonus pay;
6. median gender pay gap using bonus pay.

The 'snapshot date' for the Trust is 31 March, with a deadline for reporting and publishing the gender pay gap information by 30 March the following year. The snapshot date for this report is 31 March 2020.

METHODOLOGY

The Government Equalities Office has published detailed guidance on how to gather relevant data and on how to make the gender pay gap calculations.

For the purposes of this report individuals with multiple contracts of employment may be counted more than once. Employees who were on some form of reduced pay or unpaid leave on the snapshot date (due to sickness absence, parental leave etc) are excluded from the report.

As well as 'ordinary' pay, certain allowances are included in the calculation (e.g. TLR & Responsibility allowances, shift work premiums and honoraria payments) but payments in relation to additional hours and overtime are excluded. Casual employees are also included, if they have worked within the relevant pay periods.

The Trust is required to report on 'bonus' payments. These payments are only made to staff at Priestley College, under Sixth Form College Association terms and conditions of employment.

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The gender breakdown of the snapshot data shows that the workforce is 72.9% female and 27.1% male.

The tables below show the overall median and mean gender pay gaps and other data required by statute, based on hourly rates of pay to those employed and within scope on 31 March 2020. This is the data that we are required to report to the gender pay gap service and publish on our website, along with a supporting narrative.

Difference in mean and medial hourly rate of pay

	Difference in mean hourly pay	Difference in median hourly pay
Pay gap - % difference men to women	16.4%	30.0%

Difference in mean and medial bonus pay

	Difference in mean bonus pay	Difference in median bonus pay
Pay gap - % difference men to women	8.7%	1.5%

Proportion of male and female employees who were paid bonus pay

	Proportion receiving a bonus
Men (% paid a bonus compared to all male employees)	7.8%
Women (% paid a bonus compared to all female employees)	5.9%

Proportion of male and female employees according to quartile pay bands

	Quartile 1 (Lower)	Quartile 2 (Lower Middle)	Quartile 3 (Upper Middle)	Quartile 4 (Upper)
Men (% males to all employees in each quartile)	24.7%	16.7%	32.2%	34.6%
Women (% females to all employees in each quartile)	75.3%	83.3%	67.8%	65.4%

COMMENTARY

The gender pay gap calculation shows a 'mean' pay gap of 16.42% which means that for every £1 a man earns a woman will earn 84p. The distribution of men and women across the pay quartiles shows that there is a proportionately higher percentage of women in the lower two quartiles (79.3%) and a lower percentage in the upper two quartiles (66.6%) when compared to the overall gender split across the Trust (women make up 72.9% of the headcount). However, whilst not reportable for the purposes of the gender pay gap, the top 5% of earners across the Trust are split 50/50.

Across the Trust women make up 77.3% of our support staff workforce whereas 66.5% of teachers are women. Support staff roles include large numbers of administrators, cleaners and teaching assistants and these roles mainly fall within the lower quartiles and this occupational segregation directly influences our pay gap. All teaching roles, where there are proportionately fewer women, are in the upper two pay quartiles. There are 6 support staff roles in the upper quartile (which consists of approximately 306 employees).

We actively encourage women to progress through to leadership and management roles and we have seen some progression in the gender split in each quartile since our first submission two years ago.

Whilst the higher numbers of support staff have a clear impact on our pay gap return, the Trust is able to clearly demonstrate that the rate for the job is just that - pay rates (ranges and spot points) are applied consistently, regardless of the gender of the employee. Rates of pay are primarily fixed to nationally agreed pay schemes (STPCD for School Teachers, NJC for Local Government Services for schools and central support staff and SFCA for teaching and support staff at 16-19 academy).

Bonus pay is only paid to eligible employees within the Sixth Form academy. This is a performance related payment, up to a maximum of £320 per year per employee, pro-rated based upon each employee's working time. The reportable breakdown of bonus payment recipients (5.9% of all women and 7.8% of all men) is based upon all employees across the Trust. However, when compared to headcount at the Sixth Form College, as the only area where these payments can be made, 26.6% of women received a bonus, compared to 24.8% of men.