

# 2019 Gender Pay Gap Report

As an employer of over 400 employees, we are required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Impact Education Multi Academy Trust operates as an Equal Opportunities employer. We are confident that men and women are paid equally for doing equivalent roles across the Trust. In determining pay for our employees, we refer to National agreements for the pay of teachers and support staff and have always ensured full compliance with equal pay.

We are committed to addressing diversity in our Trust. We recruit our employees based on their skills and qualities rather than their demographic characteristics. Underpinning all our actions, irrespective of gender are transparent policies including:

- Equality & Diversity Policy
- Safer Recruitment Policy
- Staff Leave of Absence Policy
- Flexible Working Policy
- Shared Parental Leave Policy

## Pay Gap v Equal Pay

The gender pay gap is not the same as unequal pay. Unequal pay is giving women less than men for the same work. This has been unlawful since the Equal Pay Act was introduced in 1970. This report explores the reasons why Impact Education Multi Academy Trust continues to have a gender pay gap and identifies how we intend to close the gap.

## Our results

Generally, there are more women than men in all our paid roles, specifically so in the Lower and Lower Middle Quartiles, but there are also more women than men in higher paid ones.

The number of women employed across the Trust is evenly distributed across the 4 quartiles, whereas, there are fewer men employed by the Trust but more are paid in higher paid roles than in the lower quartiles – this is one of the main reasons for our gender pay gap.

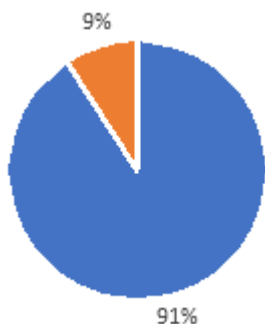
Like most educational establishments, Impact Education Multi Academy Trust is made up of more female staff. Nationally, 74% of teachers at all grades are female. The split in gender for all staff employed by Impact Education Multi Academy is:

**Female 308 (74%)**

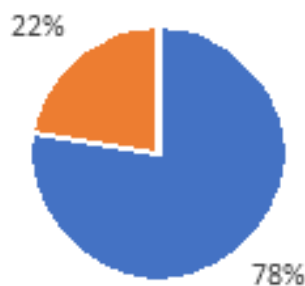
**Male 107 (26%)**



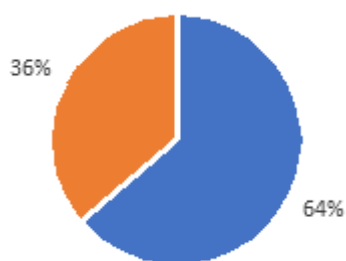
Lower Quartile to £9.49 per hour



Lower Middle Quartile from £9.50 to £11.98 per hour



Upper Middle Quartile from £11.99 to £30.04 per hour



Upper Quartile from £30.05 per hour



Female

Male

## Drivers of our gender pay gap

We believe that our pay gap is due to the higher proportion of the men employed by the Trust who are in the top two pay quartiles. In other words, we have differences in gender representation in different job functions. This is a national issue, particularly in schools where some roles create a cultural gender split. For example, there are more female staff employed in support roles, such as teaching assistants, midday supervisors, cleaners and these roles fall in to the Lower and Lower Middle Quartiles. This creates what appears to be a gender pay gap when looking at mean and median for whole staffing figures and not within grades. We can confirm there is no variation in pay between female and male staff who are undertaking the same role.

	Median Hourly rate	Mean Hourly Rate
Male	£23.54	£25.39
Female	£10.14	£17.44

Difference in hourly rate of pay

-56.92%

-31.31%

# How to continue to close the gender pay gap

As a Trust, we acknowledge that there is continued work to do. This will be informed by the Government Equalities Office guidance to help identify the causes of the gender pay gap and steps that can be taken to eradicate it. This advice will be central to the steps we take to help close the gap. Dixons Academies Trust will focus

**To close the gap, there are three themes that it is recommended are considered as a part of the Trust's HR policy:**

- a)** The promotion of flexible working (e.g. part time working, job sharing, compressed hours, staggered hours, home working)
- b)** Considerations for recruitment and retention (including flexible working arrangements in adverts as standard, investment in returnship programmes, job sharing as standard, gender neutral language in job adverts, encouragement of shared parental leave, KIT days for staff on parental leave)
- c)** Career progression and talent management (e.g. identify barriers to progression, encourage mentorship schemes for all staff, encourage formal training opportunities, fair access to developmental opportunities, recognise achievements etc.)

