



GENDER PAY GAP REPORT

31 March 2017

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Summary

Delta Academies Trust (the Trust) is required to report under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, the gender pay gap for the organisation. The new regulation covers all employers with more than 250 employees.

Employers have to publish the gap in pay between men and women on both a median basis and a mean basis.

(Median = pay per hour based on the person in the middle of the distribution, Mean = Average hourly salary)

In addition, employers have to disclose the distribution of gender by pay quartile – in other words splitting the workforce into four groups based on their pay and then calculating the proration of men and women in each group.

The Trust also has to disclose the percentage of staff receiving bonuses by gender and the gender gap on bonuses.

This data will allow the Trust to assess the level of gender pay equality across the organisation.

The Trust is required to publish the results on its website and on the government website. We can confirm that no disclosures will contain data about individual employees. See the link below to government website:

<https://gender-pay-gap.service.gov.uk/viewing/search-results>

The Trust use pay scales based on School Teachers Pay and Conditions (MPR, UPR and Leadership) and the National Joint Council (NJC) pay points for Support staff across the Trust. The Trust has adopted the recommended pay increases for both Teachers (September 2017) and Support staff (April 2017).

The Trust believes that all employees, men and women, are paid an equivalent salary for performing the same job/role. Delta Academies Trust employs, as at 31 March 2017, 2,630 full pay relevant employees, of which 23.1% were men and 76.9% were women. The pay quartiles below, show that 439 (66.8%) of the staff employed in the top pay quartile are women and within the upper middle quarter this trend continues, 73.2% are women.

The mean and median ranges, shown below, do not accurately reflect the gender pay equality within Delta Academies Trust. Opportunities are open to all staff as shown by the percentage of women in the top half of all pay scales. The employment opportunities within the lower pay quartile are open to both men and women, but due to the nature of those roles - Teaching Assistants, Catering staff, Cleaners and Lunchtime supervisors – where these roles are often part time/term time only – applicants tend to be from women.

The detailed showing the results of the calculations are below:

Pay Quartiles

The table below reflects the number (percentage) of men and women in each pay quartile.

Quartile	Men	Women
Top Quartile	218 (33.2%)	439 (66.8%)
Upper Middle Quartile	176 (26.8%)	481 (73.2%)
Lower Middle Quartile	109 (16.6%)	549 (83.4%)
Lower Quartile	59 (9.0%)	598 (91.0%)

Pay and Bonus Gap

The Trust did not pay any bonuses in the reference period.

The overall mean and median pay gap between men and women, based on a snapshot of data at the 31 March 2017, were as follows:

Mean: 25.8%

Median: 47.8%

Paul Tarn

Chief Executive Officer

Delta Academies Trust