

Gender Pay Gap 2018



Pay Data

Difference in Hourly Rate

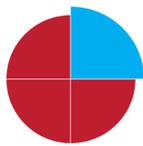


Mean	Median
Women's mean hourly rate is 14.94% lower than men's	Women's median hourly rate is 21.18% lower than men's

In other words, when comparing mean hourly rates, women earn 85.06p for every £1 men earn

In other words, when comparing median hourly rates, women earn £78.82 for every £1 men earn

Pay Quartiles



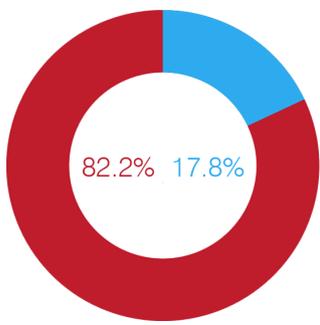
The image to the right shows the gender distribution at The Abbey MAT when employees are placed into four equally sized quartiles based on pay.



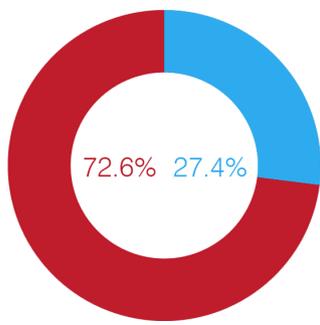
Male



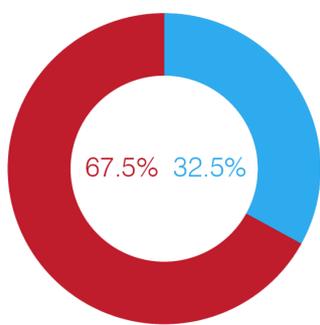
Female



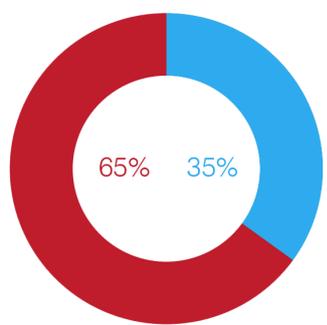
Quartile 1 (lower)



Quartile 2



Quartile 3



Quartile 4 (upper)

Our Narrative

As an employer with over 250 employees, Abbey Multi Academy Trust (Abbey MAT) is required under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 to measure and report on the gender pay gap. The Trust is a public sector body and has a data capture date for reporting of 31 March each year.

(Continued on the next page)



Gender Pay Gap 2018



Our Narrative (cont.)

Abbey MAT is a public sector education organisation with, at the data capture date of 31 March 2018

- 3 secondary academies
- 3 primary academies

Working with both the public sector and specifically education, it is common for a high proportion of the workforce to be female. Abbey MAT has a 27% male workforce and 73% female. The staffing within the Trust has mainly joined via TUPE processes.

Within the education sector, the following is widely recognised:

- More women apply to work in the sector due to attractive working patterns i.e. part time and term time contracts to work around caring responsibilities
- Part time work can be less highly paid
- Many female returners to employment apply to the public sector
- Female staff are more likely to have career breaks and may not progress into senior leadership roles

Despite the above factors, Abbey MAT is pleased to report a lower amount at 14.94% than it did for the same reporting in 2017 at 17%, and is a reflection on the work in place aimed at narrowing the gap.

Male	Female	Total	Pay Gap	Year
123	262	385	17%	2017
217	590	807	14.94%	2018

Abbey MAT will continue to monitor the data on an ongoing basis but also recognises that since the snapshot date the Trust has grown significantly and by the next reporting date the data may tell a different story. Given the nature of the Trust's growth (TUPE conversions), it is also recognised that there is a limited amount of control over the current staffing data.

Abbey MAT will continue to ensure that high quality CPD is available to all staff. The continuation of succession plans will also further support this aim, ensuring that the Trust is constantly nurturing its next layers of talent.

This report and its data provides a baseline for the Trust to compare to in future years to identify any trends and whether or not the actions identified above are having an impact.

Signed: 

Date: 27/03/2019.

Chair of the Trust

