

A photograph of two students in school uniforms. A boy on the left is holding a yellow folder with a book titled "Betray your brother, or sacrifice yourself" visible. A girl on the right is wearing glasses and a blue headband, also holding a yellow folder. They are in a classroom with other students in the background.

ABBAY MULTI ACADEMY TRUST

Gender Pay Gap Report 2021-22

In partnership to **Educate, Nurture & Empower**

GENDER PAY GAP REPORT 2021

As an employer with over 250 employees, Abbey Multi Academy Trust is now 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.

Under the Regulations there is a requirement to report on the following 6 measures:

1. The difference in the mean pay of full pay men and women expressed as a percentage
2. The difference in median pay of full pay men and women expressed as a percentage
3. The difference in mean bonus pay of full pay men and women expressed as a percentage
4. The difference in median bonus pay of men and women expressed as a percentage
5. The proportion of men and women who received bonus pay and
6. The proportion of full pay men and women in each of four quartile bands

The Trust has not paid any bonus payments over the period 1 April 2020 to 31 March 2021 and therefore there is no requirement to report on measure 3,4 and 5 above.



The report sets out the Gender pay gap for Abbey Multi academy Trust and explains the key causes for the current gap and the future plans and commitment of the Trust to reduce this gap going forwards.

Gender pay is not the same as Equal pay. Gender pay is a broad measure identifying differences in average (Mean) and the actual midpoint (Median) earnings between men and women regardless of the nature of their work. Equal pay means that men and women in the same employment performing equal work must receive equal pay, unless any difference in pay can be justified. This is the law and employers must follow it. Our mission and values are inclusive. We are confident that we pay men and women the same for carrying out the same roles.

In relation to the other areas the data is based on 570 (153 male and 417 female) staff paid on the data capture date.



The following is a snapshot of the Abbey Multi Academy Trust's gender pay gap as of the 31 March 2021:

1. Mean Gender Pay Gap

	Male		153		£26.32
	Female		417		£21.37

The mean gender pay gap is therefore 18.79%. Female staff on average across the whole Trust earn approximately less than 1/5 than their male counterparts.

2. Median Gender Pay Gap

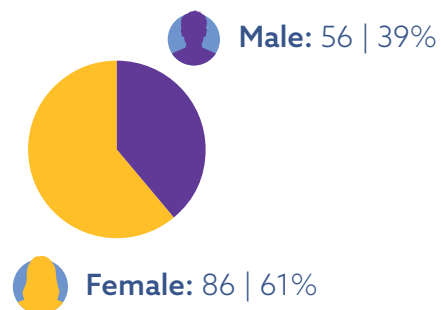
	Male		£25.12
	Female		£14.86

The median gender pay gap is 40.8%.

6. Quartile Pay Band Gender Information

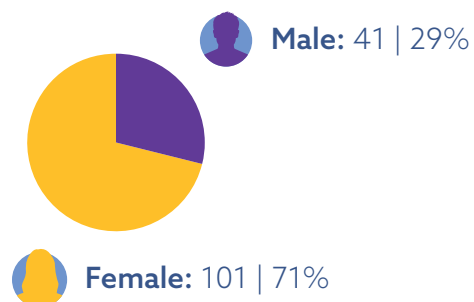
1st Quartile

Total Staff: 142



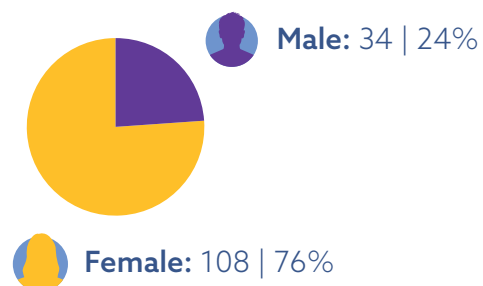
2nd Quartile

Total Staff: 142



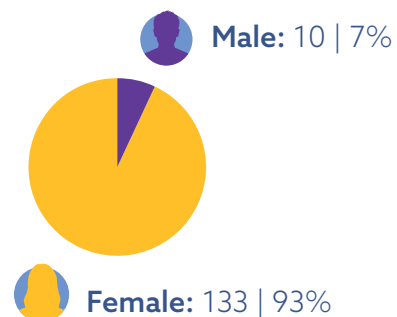
3rd Quartile

Total Staff: 142



4th Quartile

Total Staff: 143



There are more women than men in our lower paid roles but there are also more women than men in higher paid ones. There is a higher percentage of male employees in the Upper Middle and Upper Quartiles for 2021. There is also a greater proportion of male employees in teaching roles, compared to support staff roles, which creates what appears to be a Gender Pay Gap when analysing the whole workforce rather than within roles.

ADDITIONAL ANALYSIS

Teaching Staff

Mean 7% and Median 4%

Support Staff

Mean 6% and median 11%

What is creating the gender pay gap?

The Abbey Multi Academy Trust is a public sector education organisation with, at the data capture date of 31st March 2021

- 3 secondary academies
- 5 primary academies

Working with both the public sector and specifically education, it is common for a high proportion of the workforce to be female. The Trust has a 25% male workforce and 75% female. The staffing within the Trust has mainly joined via TUPE processes.

The gender pay gap within Abbey Multi Academy Trust can be attributed to the following factors:

- A higher percentage of women are working in the lower paid roles compared to men. This significantly impacts on the pay gap results
- The Trust has more women working in part time roles. Part time roles are more common in the lower pay quartiles
- The Trust has a greater proportion of women employees with % working in support roles that. Average salaries for teaching roles are higher than support roles

How we intend to close the pay gap going forwards

The Abbey Multi Academy Trust is working towards being gender neutral and are committed to implementing these changes. Within the past year we have commenced with a job evaluation process to ensure parity in roles and reasonability across the Trust and this work remains underway.

Targeted action to focus on eradicating the Gender Pay Gap this year is to:

- Review our recruitment approach to ensure language, advertising and processes are appropriate for both genders. Our aim will be to help break down societal and sectoral factors that contribute to the gap.
- Analyse data from the annual staff survey by staff characteristics to

determine whether there are specific barriers to some groups of staff remaining with and/or progressing within Abbey Multi Academy Trust and seeking solutions to the findings.

- Talent strategy – we will deliver high quality training to our staff and further develop career progression routes and personalised support.
- Use data driven interventions to review the role of schools in understanding their local pay gap such as the gap between primary and secondary leadership and specific actions to increase the number of females into leadership roles.
- We will continue to review our policies and practices to ensure they are not contributing to the Gender Pay Gap, making appropriate improvements.



Paul Whitman

Chairman, Abbey Multi Academy Trust