

FPTA Academies

## **FORT PITT THOMAS AVELING ACADEMIES**

### **GENDER PAY GAP – REPORTING AS AT 31 MARCH 2017**

#### **Introduction**

Fort Pitt Thomas Aveling Academies Multi Academy Trust is an equal opportunities employer. We support the fair treatment of all staff, irrespective of gender through our transparent policies. Fort Pitt Thomas Aveling Multi Academy Trust as at 31 March 2017 had 490 employees, 373 (76%) female and 117(24%) male.

Gender Pay Gap legislation introduced in April 2017 requires all employers with 250 or more employees to publish their gender pay gap. The first “snapshot date” for gender pay gap reporting in the public sector is 31 March 2017. The gender pay gap is different to equal pay. Equal pay deals with the pay differences between men and women to carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

The gender pay gap shows the difference in the average pay between all men and women in the workplace, if a workforce has a particularly high gender pay gap, this can indicate there may be a number of issues to deal with, and the individual calculations may help to identify what those issues are.

This report fulfils the Government’s reporting requirements: analyses the figures in more detail, and sets out what we are doing to close the gender pay gap in the Trust

#### **The FPTA Pay Structure**

For teachers we have pay scales aligned to the School Teacher Pay and Conditions Document that are reviewed on an annual basis. This is Performance Related Pay.

For support staff we have a pay system of grades set by the NJC (National Joint Council for Local Government Service). Therefore, grades vary according to the level of responsibility that employees have. Each grade has a set pay range; employees are expected to move through the pay range for their grade. The longer period that someone has been in a grade, the more we would expect him or her to earn irrespective of his or her gender.

## The six metrics required by the legislation

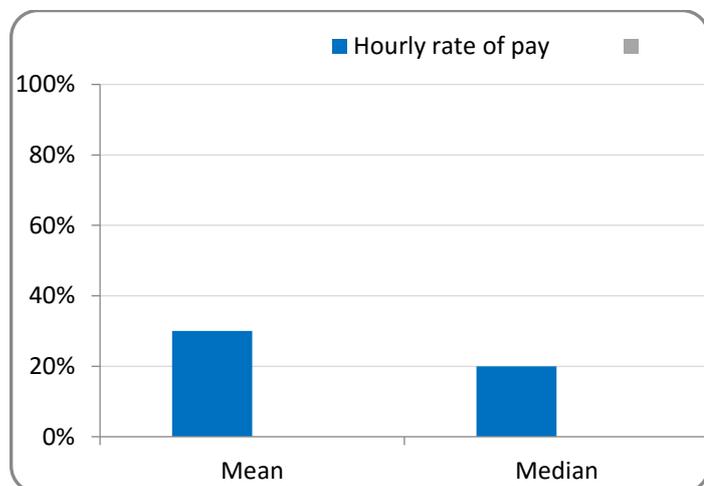
An employer is required to report on six key metrics:

- the difference in the mean pay of full-pay men and women, expressed as a percentage;
- the difference in the median pay of full-pay men and women, expressed as a percentage;
- the difference in mean bonus pay of men and women, expressed as a percentage;
- the difference in median bonus pay of men and women, expressed as a percentage;
- the proportion of men and women who received bonus pay; and
- the proportion of full-pay men and women in each of four quartile pay bands

**No bonus payments made to any member of staff during the reporting period.**

Staff employed at 31 March 2017	Male	Female	Total in role
Support Staff	36	209	245
Teaching Staff	81	164	245
<b>Total Staff</b>	<b>117</b>	<b>373</b>	<b>490</b>

Difference between male and female employees	Mean	Median
Hourly rate of pay	30%	20%

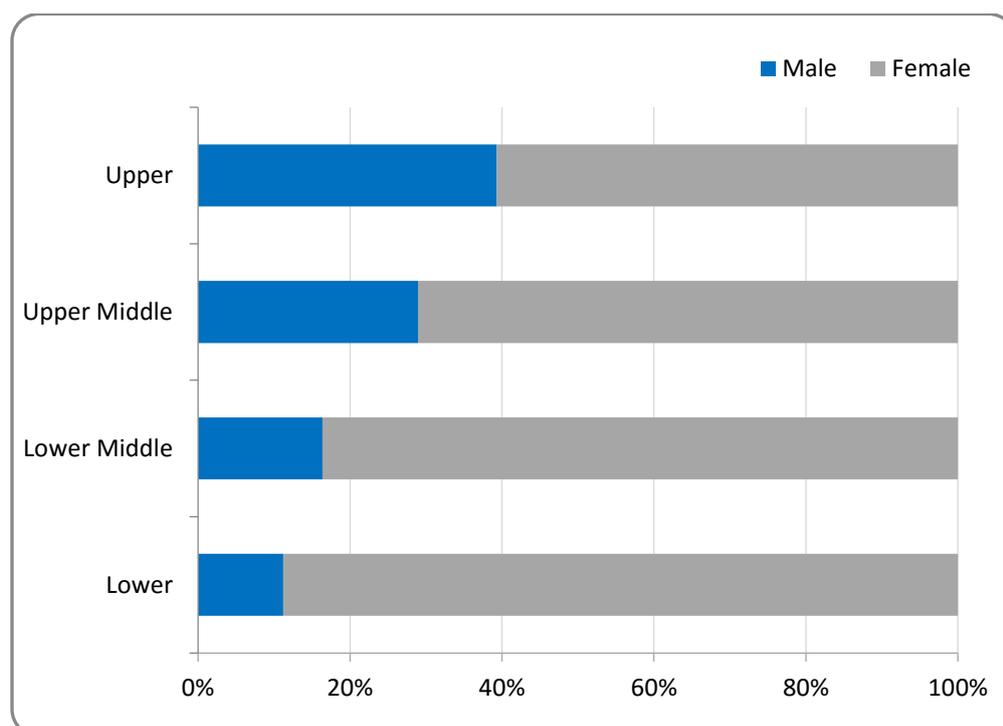


## Information on the workforce profile

The quartile distribution gives information about how male and female employees are distributed across the organisation

### Quartile Pay Bands

Quartile	Male	Female
Lower	11.20%	88.80%
Lower Middle	16.40%	83.60%
Upper Middle	28.90%	71.10%
Upper	39.30%	60.70%



The Trust recognises that all staff do not want the same from their working lives, it has been observed however that female staff tend to be more attracted to term time only working (39 weeks per year). The aim is to provide everyone with opportunities to progress whether to more senior role or other roles within the Trust. To support this staff are encouraged to benefit from the variety of training and development programmes, including Apprenticeships and other accredited routes

## **Actions**

Plans to take to address the gender pay gap are:

- continuous improvement of the recruitment process and focus on gender equality
- ensuring all job roles are advertised to eliminate any potential for gender bias, apart for those roles with a genuine reason for requiring a particular gender
- exploring how men can be attracted into the Trust to create a more even gender balance, given that there are more women than men in every entry level of the organisation
- encourage males to apply for support roles and ensure they are not discouraged in their application. Continuous improvement of the recruitment process and focus on gender equality
- as an equal opportunities employer, continue to appoint the best candidate into the role, regardless of gender or other factors covered by the Equalities Act
- Using Appraisal to support women progress in their careers - through development conversations with their line managers regarding development opportunities
- Continue to support shared parental leave, job sharing, part-time, and term-time only opportunities. Make men aware of and encourage to take advantage of arrangements which enable them to fulfil their caring responsibilities, such as shared parental leave and part time working
- Monitoring pay - to identify pay differences
- Further workforce reporting

**Completed by Mrs S Bowers Trust HR Manager**

**Authorised by Mr P Jackson, Executive Head teacher**

**Fort Pitt Thomas Aveling Academies**