

Central Shropshire Academy Trust Gender Pay Gap 2022.23 (data as at 05 April 2022)

The gender pay gap is defined as the difference between the mean and median hourly rates of pay received by male and female employees.

The mean pay gap is the difference between average hourly earnings for men and women. The median pay gap is the difference between the mid-points in the ranges of average hourly earnings (salaries are lined up in order from lowest to highest and the middle-most salaries are selected).

The hourly pay for full pay relevant employees only is included in the calculations. This means that only those employees who have received their full or ordinary pay for the relevant pay period are included in the calculation. So, for example, employees who are on maternity leave or who are on long term sick leave and receiving reduced pay, will not be included.

Our workforce is predominantly female with a large proportion of our female staff being in support staff roles (which are mostly part-time and lower paid compared to our teaching roles).

Our workforce gender split remains virtually unchanged from last year changing very slightly to 74% female (73% last year) and 26% male.

Our full-time/part-time gender split has changed slightly from last year with females making up for 63% of our full time employees this year compared to 58% last year. With regards to our part time employees 88% are female, showing only a small decline from last year (89%).

The gender split of our senior employees is once again very similar to last year with a slight increase from 53% females to 56% this year.

Our Gender Pay Gap figures

The figures used in our gender pay gap calculations are based on hourly rates of pay as at 05 April 2022.

AVERAGE GENDER PAY GAP AS A MEAN AVERAGE

- Female average hourly rate £21.62
- Male average hourly rate £26.89
- **Mean gender pay gap 19.61%**

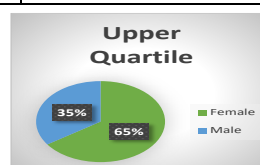
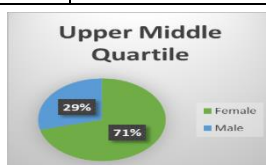
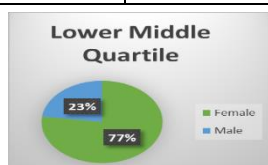
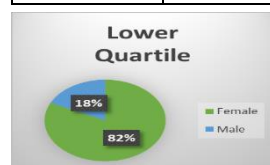
AVERAGE GENDER PAY GAP AS A MEDIAN AVERAGE

- Female average hourly rate £14.26
- Male average hourly rate £30.10
- **Mean gender pay gap 52.62%**

CSAT does not pay bonuses to staff, therefore Gender Pay Gap relating to bonuses is not applicable for this organisation.

PROPORTION OF MALES AND FEMALES WHEN DIVIDED INTO FOUR GROUPS ORDERED FROM LOWEST TO THE HIGHEST PAY

	Lower Quartile	Lower Middle	Upper Middle	Upper Quartile
	Quartile 1	Quartile 2	Quartile 3	Quartile 4
Female	82.14%	77.11%	71.08%	65.48%
Male	17.86%	22.89%	28.92%	34.52%



Analysis of our Gender Pay Gap figures

Our mean gender pay gap figure has continued to decrease since last year by a further 2% which is a positive move in the right direction. The median average remains quite a bit higher than the mean average however this can be explained due to the split between support staff (lower paid roles) and teaching staff in each gender. Support staff make up for 57% of all females employed therefore the 'middle' hourly rate would fall among the support roles. However only 39% of males are in support type roles therefore when identifying the 'middle' hourly rate for males we are entering the realms of teaching posts which are higher paid roles than support type roles.

Our gender pay gap figures do not represent a position of the Trust paying men more than women for doing the same job, but instead reflect the make-up of our workforce and the variation of levels of posts across the Trust.

When looking at like for like roles we can see how our Gender Pay Gap evens out as illustrated below:

Teaching Staff

Mean Gender Pay Gap

- Female average hourly rate £33.19
- Male average hourly rate £36.21
- **Mean gender pay gap 8.33%**

Median Gender Pay Gap

- Female average hourly rate £31.92
- Male average hourly rate £34.12
- **Median gender pay gap 6.45%**

Support Staff

Mean Gender Pay Gap

- Female average hourly rate £11.37
- Male average hourly rate £12.83
- **Mean gender pay gap 8.14%**

Median Gender Pay Gap

- Female average hourly rate £10.39
- Male average hourly rate £11.45
- **Median gender pay gap 9%**

The Trust is committed to equality across all strands of diversity and we have a number of policies in place to work to achieving a representative workforce across our organisation. This includes an array of work and family policies, ensuring a consistent approach. Our policies are reviewed and updated regularly to ensure they are in keeping with up to date changes in legislation.

We are confident that men and women are paid equally for doing equivalent jobs across the Trust. This is supported in the fact that we use pay scales based on the Schools Teachers Pay and Conditions Document, and for support staff we follow the job evaluated grading structure adopted by Shropshire Council which uses pay scales set by the NJC.

Teaching staff within the Trust progress through their grade based on performance in their role and earnings are based on performance outcomes, irrespective of an employee's gender. We will continue to monitor and review our pay policies to ensure that fair and equal pay is applied.

We will also continue to monitor and review our recruitment and development processes to make improvements which consolidate good practice and may also assist with narrowing the gender pay gap longer term.