

Gender Pay Gap Reporting (2018)

Basis of Report:

Hourly Rates

The basis of gender pay gap reporting is establishing hourly rates of pay for relevant employees.

All support staff employed by the Trust are engaged under national pay scales (NJC Green Book) and those scales have established hourly rates.

Hourly rates for support staff are therefore based on those hourly rates with adjustment (up or down) as appropriate in light of any additional payments or salary sacrifice payments. Additional payments and salary sacrifice deductions have been converted to hourly rates by multiplying by 12 (to turn the monthly amount into an annual amount) and then dividing by annual weeks (including holiday weeks) and then dividing by weekly contracted hours.

All teaching staff employed by the Trust are engaged under School Teachers' Pay and Conditions (STPCD) which is reviewed on an annual basis.

Hourly rates for teaching staff have been calculated by dividing annual salary by 39 weeks (to get weekly pay) and then by 32.5 for a full-time teacher or contracted hours for a part-time teacher.

Any allowances (e.g. TLRPs) have been turned into hourly rates by multiplying the monthly payment by 12 (to turn the monthly amount into an annual amount) and then dividing by 39 and then by 32.5 for a full-time teacher or contracted weekly hours for a part-time teacher.

These calculation methods are in line with the Managing Gender Pay Gap Reporting guidance issued by ACAS and the Government Equalities Office (December 2017).

Reference Date

Reference date for reporting is 31 March 2018. Staff in scope are those in employment with the Trust during March 2018. Salaries have been calculated using March 2018 payroll records.

NOTE: The data provided in this initial draft report covers

- Costessey Infant School
- Costessey Junior School
- Eaton Primary School
- Wensum Junior School
- Filby Primary School

- Dell Primary School
- Elm Tree Primary School
- Poplars Primary School

Report Findings

Mean Gender Pay Gap

Mean average hourly pay for female staff was £14.51

Mean average hourly pay for male staff was £21.34

Mean Gender Pay Gap in March 2018 was, therefore, 31.98%

Median Gender Pay Gap

Median average hourly rate for female staff was £9.02

Median average hourly pay for male staff was £19.22

Median Gender Pay Gap in March 2018 was, therefore, 53.00%

Mean Bonus Gender Pay Gap

No bonus payments are made to any staff.

Median Bonus Gender Pay Gap

No bonus payments are made to any staff.

The proportion of males receiving a bonus payment

No bonus payments are made to any staff.

The proportion of females receiving a bonus payment

No bonus payments are made to any staff.

The proportion of males and females in each quartile pay band

Of 130 employees in the lower quartile, 10 are male and 120 are female.
This means 7.70% are male and 92.30% are female.

Of 117 employees in the lower middle quartile, 12 are male and 105 are female. This means 10.30% are male and 89.70% are female.

Of 118 employees in the upper middle quartile, 15 are male and 103 are female. This means 12.70% are male and 87.30% are female.

Of 125 employees in the upper quartile, 25 are male and 100 are female. This means 20% are male and 80% are female.

Supporting Statement

The Trust has a higher proportion of females in every quartile, including the upper. This illustrates that the overall pay gap is as a result of a low proportion of males in all grades. The proportion of females in the upper quartile is at its lowest level of all bands at 80%; this is noted.

I confirm that the above information has been prepared from our payroll data. The above information is a fair and accurate representation of the gender pay gap information at Evolution Academy Trust.

Mrs Lynsey Holzer
Chief Executive Officer.