

Gender Pay Gap Report

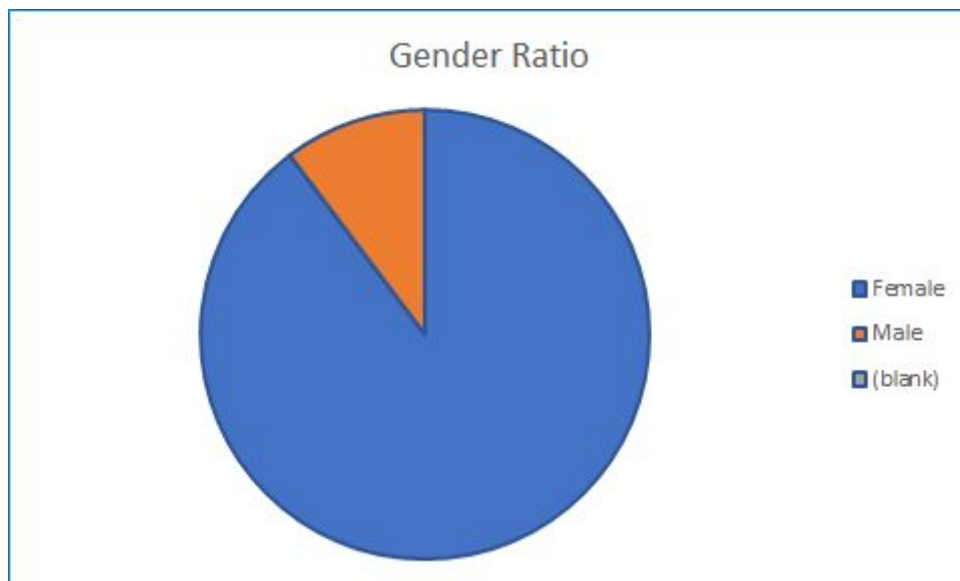
Introduction

The Elliot Foundation Academies Trust (TEFAT) is committed to developing, maintaining and supporting a culture of equality and diversity across all aspects of the Trust’s work, including pay and benefits.

This report provides data and analysis of the pay differentials between the Trust’s male and female employees to inform our strategic work in this area and to fulfil the Trust’s statutory duties in accordance with The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

Employee Gender Ratio

Gender	Headcount	Percentage
Male	159	10.30%
Female	1385	89.70%
Totals	1544	100.00%

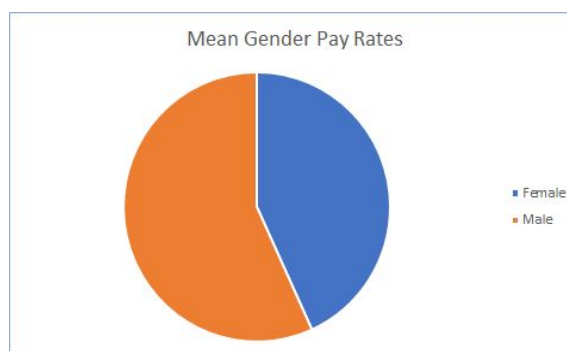
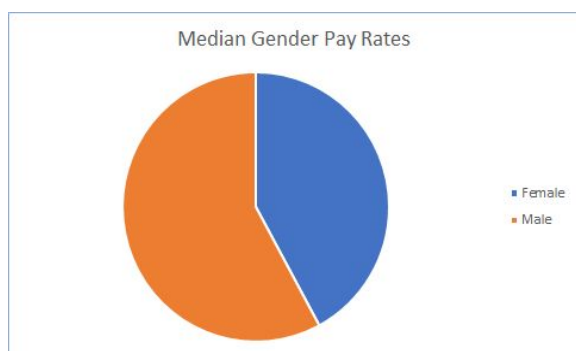


- the employee gender ratio above demonstrates the Trust’s workforce is comprised of significantly more female employees than male;
- this is broadly in line with the national workforce within the education sector; and
- although headcount numbers at the Trust have increased, the gender ratio remains largely unchanged on the previous year.

Gender Pay Differentials

Pay Rates

Gender	Median Gender Hourly Rate (£)	Mean Gender Hourly Rate (£)
Male	15.78	19.42
Female	11.48	14.78



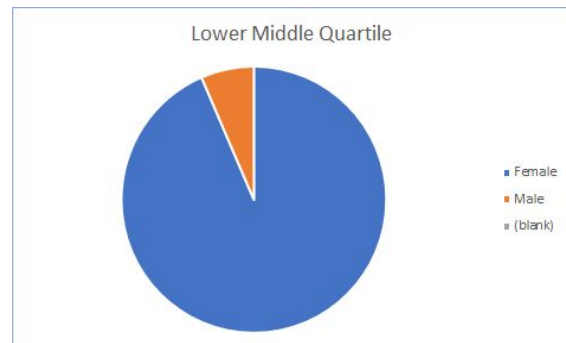
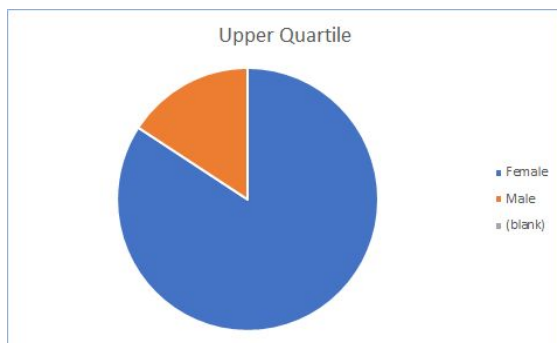
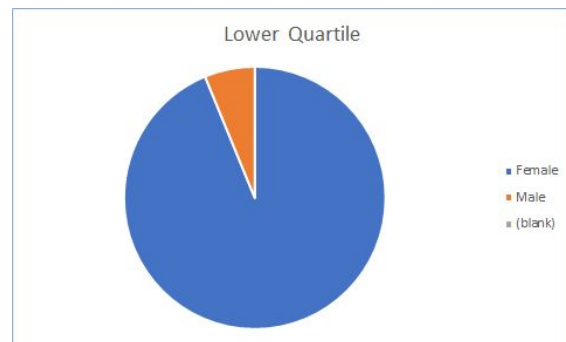
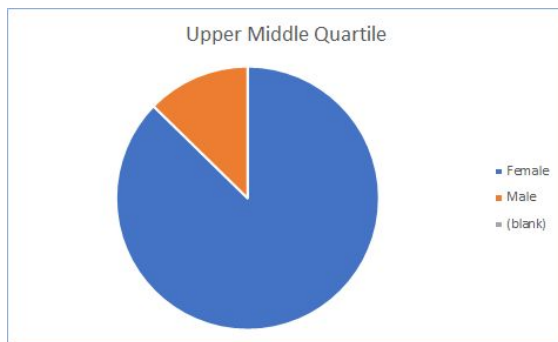
Gender Pay Gap

	March 2017	March 2018
Median Gender Hourly Pay Gap (%)	28.9	27.2
Mean Gender Hourly Pay Gap (%)	27.7	23.9

- both the median and mean gender pay gap have reduced on the previous year but the Trust suspects this is likely to be attributable to normal staff movement;
- the Trust has however over the last 12 months, taken steps to ensure representation at both Board and Executive levels reflect a gender balance.

Gender Ratio Quartile Analysis

	Pay Band Quartiles							
Gender	Lower		Lower Middle		Upper Middle		Upper	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%
Male	24	6.22	25	6.48	49	12.69	61	15.80
Female	362	93.78	361	93.52	337	87.31	325	84.20



Gender Bonus Pay Ratios

No staff were in receipt of a bonus.

Notes

- The **Mean** calculation is the **average** of the total numbers. This can be calculated by adding up all of the numbers, then dividing this number by how many numbers there actually are.
- The **Median** is calculated by putting all the numbers in numerical order, and selecting the exactly in the middle once this has been numerically rearranged.
- The **mean gender pay gap** is calculated by:
 - calculating the mean hourly rate for female and male staff separately
 - deducting the mean female hourly pay rate from the mean male hourly pay rate
 - dividing the result by the mean male hourly pay rate
 - multiply the resulting figure by 100.