

Gender Pay Gap Report March 2020

Snapshot date: 30th March 2019

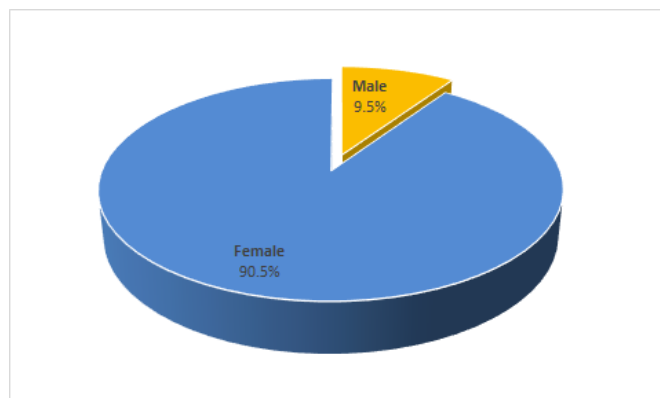
Introduction

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

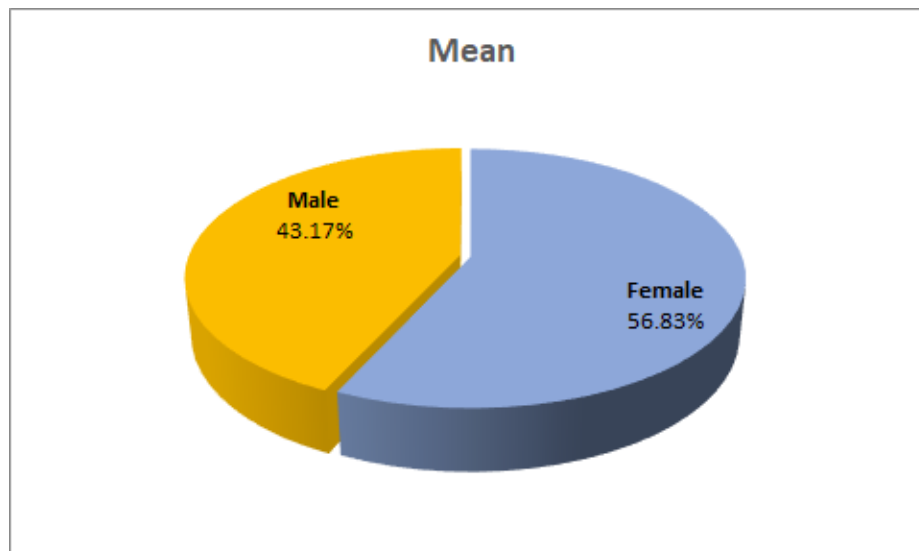
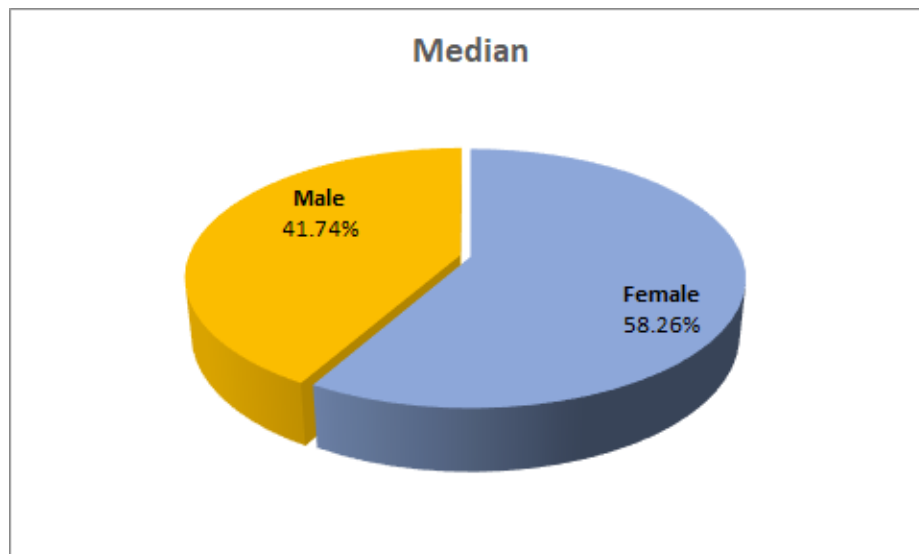
Gender	Headcount	Percentage
Male	163	9.67%
Female	1553	90.33%
Total	1716	100%



Gender Pay Differentials

Pay Rates

Gender	Median Gender Hourly Rate (£) *	Mean Gender Hourly Rate (£)**
Male	£16.30	£20.05
Female	£11.68	£15.23



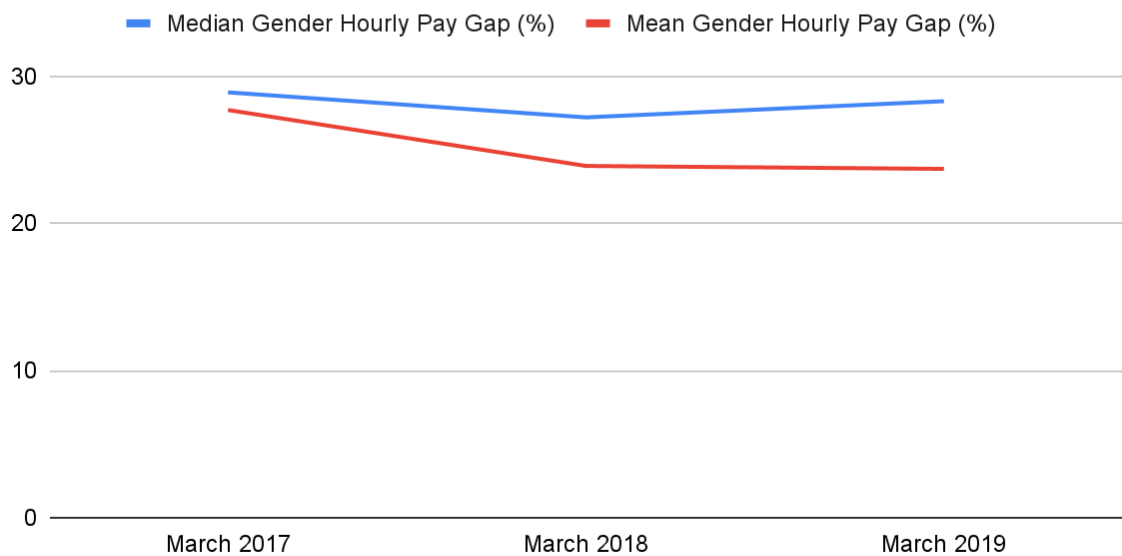
* median = the value separating the higher half from the lower half of a data sample

**mean = calculated by adding all data points and dividing by the number of data points

Gender Pay Gap

	March 2017	March 2018	March 2019
Median Gender Hourly Pay Gap (%)	28.9	27.2	28.3
Mean Gender Hourly Pay Gap (%)	27.7	23.9	23.7

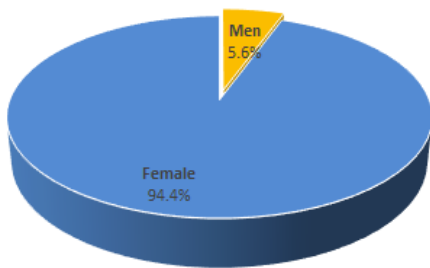
Median Gender Hourly Pay Gap (%) and Mean Gender Hourly Pay Gap (%)



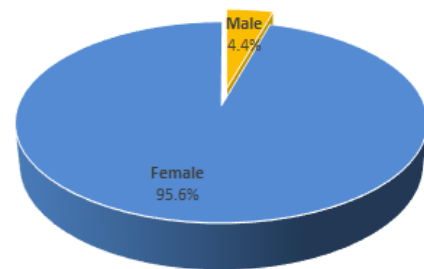
Gender Ratio Quartile Analysis

Pay Band Quartiles								
Gender	Lower		Lower Middle		Upper Middle		Upper	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%
Male	24	5.6	19	4.4	57	13.3	63	85.3
Female	405	94.4	410	95.6	372	86.7	366	14.7

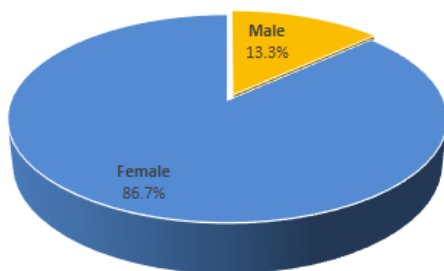
Lower Quartile



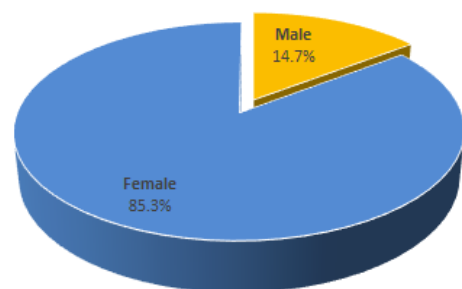
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



Gender Bonus Pay Ratios

No staff were in receipt of a bonus

Notes

- the majority of the Trust's workforce continues to be comprised of female employees and this is broadly in line with the national workforce within the education sector;
- although overall employee headcount at the Trust has increased, the gender ratio remains largely unchanged on the previous 3 years at circa 90%
- the Trust operates various job evaluation schemes in line with local practices and in line with the School Teachers Pay and Conditions Document to drive consistency of pay and terms and conditions across the organisation in specific job roles
- However, the distribution of men and women in the pay quartiles continues to illustrate that the Trust's pay gap is largely as a result of a higher concentration of women in less senior roles
- the Trust has implemented a new Equality and Diversity Policy and Family Friendly Policy to support a culture which welcomes and celebrates a diverse workforce which helps recruit and retain talented individuals of all genders
- the median gender pay gap has reduced fractionally since the previous year's snapshot and clearly we need to do more to address this as an organisation