

Gender Pay Gap Report – March 2022

The Board of Trustees of Manor Hall Academy Trust are committed to the promotion of opportunity and choice for employees and advocates fair and equal treatment of all staff irrespective of gender.

All posts within our organisation are aligned to nationally agreed pay scales.

All of our support staff roles are evaluated to ensure fair pay for the role. All members of staff working in the same titled job roles are paid within the same levels regardless of their gender. We use scales set by the NJC (National Joint Council for Local Government Services). Staff move through the pay scales for their grade irrespective of gender.

Teaching staff are paid on set scales according to years' service, which is standard practice across the education sector.

In line with requirements, our figures are as follows, using the snapshot date of 31st March 2022:

| Difference between Male and Female Employees (Hourly rates £) | | | |
|--|-------------------|---------------------|----------------|
| | Male (176) | Female (429) | Pay Gap |
| Mean | 24.624 | 18.138 | 26.34% |
| Median | 18.095 | 12.55 | 30.64% |

| The Proportion of Males and Females in Each Quartile Bands | | | | |
|---|-----------------------|------------------------------|------------------------------|-----------------------|
| GENDER | Lower Quartile | Lower Middle Quartile | Upper Middle Quartile | Upper Quartile |
| Female | 86.18% | 76.16% | 62.91% | 58.28% |
| Male | 13.82% | 23.84% | 37.09% | 41.72% |

The Trust's Gender Pay Gap is a high level, non-adjusted indicator of male and female earnings affected by workforce distribution and workforce make-up.

As the figures demonstrate, the majority of staff in the lowest quartiles are predominantly female, many are part time/term time positions ie clerical, catering, lunchtime supervisor, cleaning, education support, this is often a proactive choice as it fits with their work/life balance therefore, the gap between the 'average' female hourly rate of pay and the 'average' male hourly rate of pay is affected.

The overall gender pay gap reflects workforce composition rather than pay inequalities.

How are we supporting gender equality in the Trust?

- We continue to challenge wherever possible, the historical imbalance of the disproportionate number of lower paid support staff roles being occupied by female colleagues.
- We ensure that all senior leaders undertake recruitment training, including recognising and challenging unconscious gender bias.
- We have specific policies for Equal Opportunities, Safer Recruitment, Pay and Flexible Working to further cultivate our working culture, underpinned by supportive leadership and management teams.
- We are committed to extending our professional development opportunities and programmes for all staff to enable employees to realise their full potential and progress or promotion should they choose.
- Underpinning all our actions is the trust's Equality and Diversity Policy which sets out our commitment to ensure that all people within the trust, including pupils and staff, feel respected and valued and that recruitment and selection is open, transparent, fair and equal.

We confirm that the information published has been prepared from our payroll data on the snapshot data and is an accurate representation of Gender Pay Gap information for the Manor Hall Academy Trust.
