

Astrea Academy Trust - Gender Pay Gap statement 2019/20

Introduction

In April 2017, the government introduced the gender pay gap transparency regulations. The regulations are to encourage large employers to take informed action to close their gender pay gap where one exists. However, the reporting is not to be confused with equal pay or pay discrimination.

As part of the gender pay gap obligations, Astrea Academy Trust are required to publish this statement on the organisations website and submit evidence of compliance annually to the Government. The data must be published on an annual basis and retained with pay figures online for three years, to demonstrate progress.

Astrea Academy Trust

Astrea Academy Trust is an equal opportunities employer. Astrea Academy Trust employ more than 250 employees and therefore the organisation is legally bound to publish details of the gender pay gap annually. The data contained within this report covers the period 1st April 2018 to 31st March 2019.

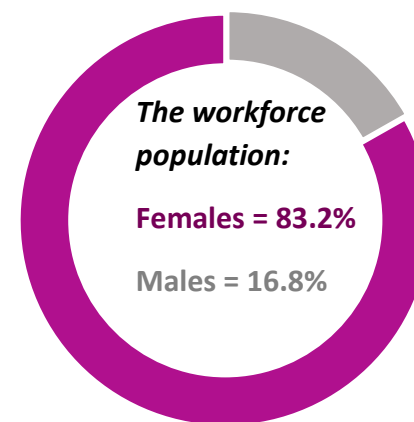
On the snapshot date, Astrea Academy Trust had 1579 employees, 265 males and 1314 females.

At this time, Astrea Academy Trust had 27 academies across both South Yorkshire and Cambridgeshire. This is inclusive of primary, secondary and a special academy.

The gender pay gap

The figures have calculated using the mechanisms that are set out in the Gender Pay Gap legislation, and cover six key metrics which are;

1. Average gender pay gap as a mean average
2. Average gender pay gap as a median average
3. Average bonus gender pay gap as a mean average
4. Average bonus gender pay gap as a median average
5. Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
6. Proportion of males and females when divided into four groups ordered from lowest to highest pay

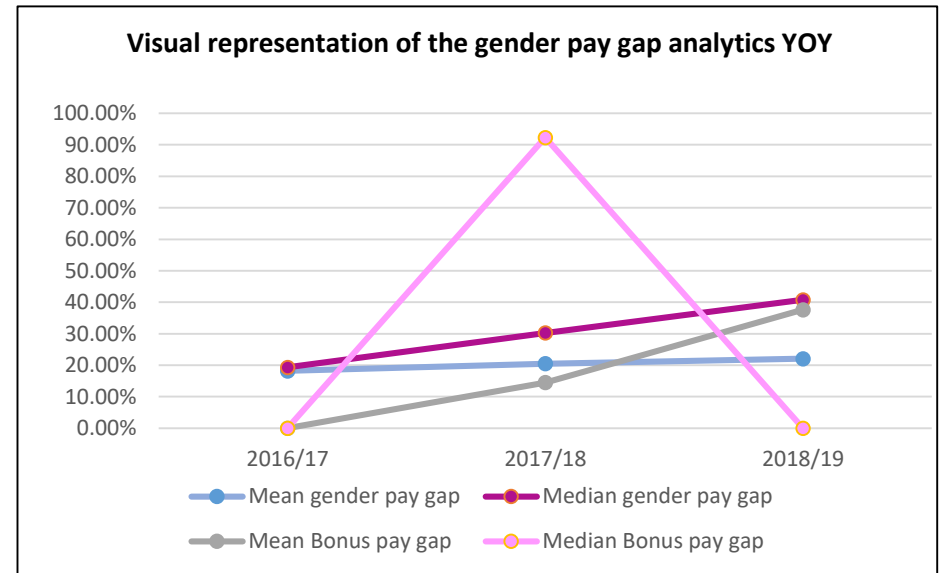


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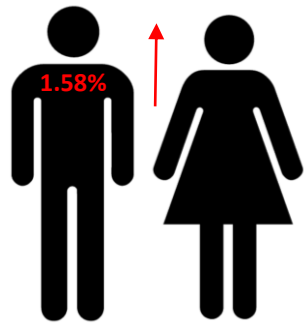
Astrea Academy Trust – the gender pay gap

This information shows the Astrea Academy Trust mean and median gender pay and bonus gap as at 31st March 2019, against the data from the two previous years;

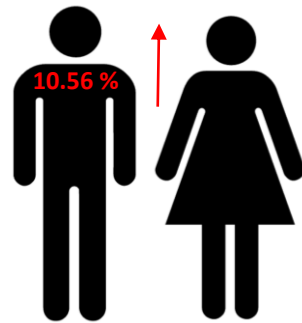
Gender pay analysis;	2016/17	2017/18	2018/19
Mean gender pay gap	18.18%	20.46%	22.04%
Median gender pay gap	19.33%	30.22%	40.78%
Mean Bonus pay gap	0%	14.5%	37.63%
Median Bonus pay gap	0%	92.3%	0%



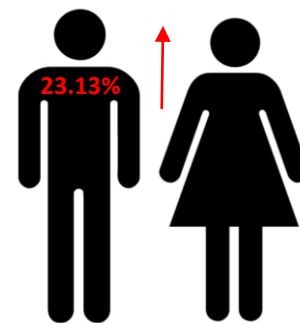
The data below displays the gap of both the mean and median GPG and bonus GPG, from the previous year;



The mean GPG has increased



The median GPG has increased



The mean bonus gap has increased

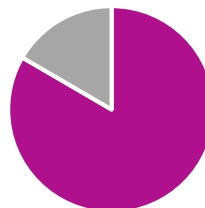
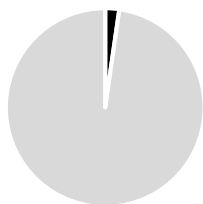


The median bonus gap has reduced

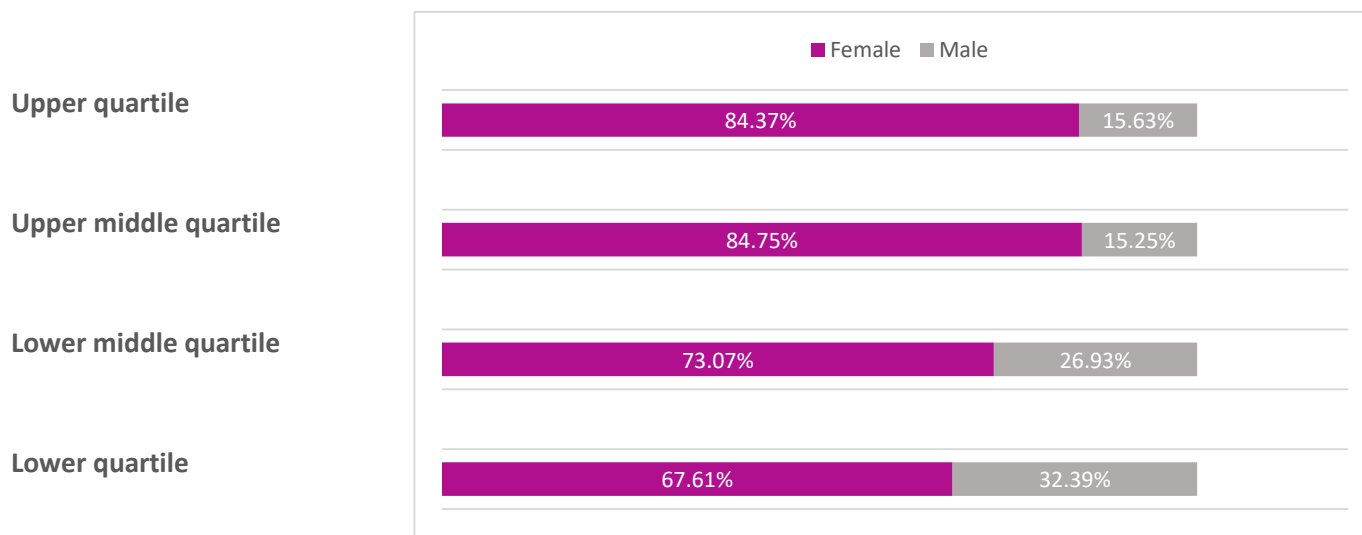
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Within this report, for the purpose of this requirements outlined, Astrea Academy Trust have included the 'Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment'. Employees participating in a bonus scheme are broken down as follows:

2.28% of the Astrea Academy Trust workforce received a bonus, which equates to 36 employees. 83.4% of these, were female, 16.6% were male. The percentage of the workforce who received a bonus consisted of 1.90% females and 0.38% males.



The below graphic shows the distribution of men and women across four equally sized quartiles;



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Understanding our GPG

Astrea Academy Trust is predominantly a primary phase Trust. 18 of the 27 Academies within the Trust are primary academies as well as an all-through provision. The School Workforce census of 2018, published on 28th January 2020¹ states that three quarters of all teaching staff are female, alongside this, the Department for Education confirm the UK's primary Teaching workforce to be only 14% male.² Therefore, this correlates with our data, in that there are a significantly higher number of women in all quartiles and therefore throughout our workforce.

As well as Teaching positions however, there are more support roles across the Trust. It is more common for women to occupy these positions, with 80% school staff overall, female. They tend to offer more flexibility and options such as part time working which are usually more preferable for women. A lower figure was reported for management roles within schools, but this remained a majority at 66%.³ We have noted this corresponds with our data, in that, there are more females employed in all pay quartiles than men, this is a consistent trend from the previous years and should impact positively in future years.

Bonuses are not regular or expected procedure across the Trust. With regard to ensuring that pay is monitored effectively at Executive level, a Remuneration Committee is in place, who meet regularly to consider the pay of senior employees and to ensure that pay follows an evidence based process and reflects individuals' roles and responsibilities. The Chair of Trustees and the Remuneration Committee shall have regard to the advice of the responsible minister and of the ESFA, as published from time to time. At all times, Trustees will ensure compliance with the provisions of the Academies Financial Handbook.

Although we are disappointed there has been an upward trend in the GPG YOY, the organisation has been growing and therefore each year has vastly impacted on gender pay. We are now at a stage whereby the organisation can stabilise and focus on eradicating the GPG at Astrea Academy Trust. The organisation continually reviews pay across the organisation and are committed to identifying and addressing any pay gaps.

Astrea Academy Trust's commitment to reducing our GPG

¹ Government UK Data: The School Teacher Workforce 2018 – Section 1 main facts and figures; <https://www.ethnicity-facts-figures.service.gov.uk/workforce-and-business/workforce-diversity/school-teacher-workforce/latest#main-facts-and-figures> (Last accessed 24th February 2020).

² Department for Education: School Workforce Census Data 2017: <https://www.gov.uk/government/statistics/school-workforce-in-england-november-2017> - found within <https://www.tes.com/news/so-you-want-get-more-men-primary-teaching> ' So you want to get men into teaching', Maria McArdle 27th August 2018 (Last accessed 24th February 2020).

³ Times Education Supplement: 'Why are there disproportionately few female school leaders and why are they paid less than their male colleagues?'; <https://www.tes.com/news/why-are-there-disproportionately-few-female-school-leaders-and-why-are-they-paid-less-their> Valentine Mulholland, 08th March 2018. (Last accessed 24th February 2020).

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- Establish equality objectives which will actively address disparity in gender pay including positive action statements to encourage a more balanced workforce, particularly across Primary phase
- Ensuring our Recruitment policy and process reflects gender equality throughout the attraction and selection processes
- Undertake a full review of all flexible working practices and policies across the organisation (including implementation thereof) to identify where we can further develop our approach to better meet the needs of our current and future workforce
- Policy implementation/transparency to training, promotion / reward processes
- Astrea values include 'Aspiration and Development', to ensure this – ALL employees have access to CPD via the Astrea learning platform and the relevant opportunity to participate in further CPD, training or qualifications to progress their skill set.

Statement from CEO;

I confirm I have reviewed the data used and the calculation of the gender pay gap and bonus pay gap and that to the best of my knowledge and belief, the required elements are accurately expressed in accordance with the regulations.

Benedick Ashmore-Short
Interim Chief Executive Officer