



## Gender Pay Report 2022

Date	November 2022
Written by	HR Manager (Specialist Services)
Adopted by the Trust	November 2022
Review Date	Annually alongside wider executive pay reporting

# Foreword

We share a powerful belief that all children deserve the best chance in life and that our schools can play a central role in delivering that.

**All Astrea children will learn, thrive and lead successful lives.**

Working together, Astrea schools will tackle head on the barriers that stand in the way of children's success. We will do this through a relentless commitment to a brilliant education, a focus on inclusion for all, and by delivering on our promise of opportunities that 'inspire beyond measure'.

Through fostering a culture of inclusion and collaboration we can achieve this.

As part of our commitment to ensure equality, diversity and inclusion across our workforce, we welcome the insight that has been provided by the gender pay gap reporting regulations. It has helped to give us an overview of where we are now, and helps us to think about ways we can improve and reduce any gap.

Our gender pay gap is 44.09% (median). We note that this is considerably higher than the national median published by the Office of National Statistics of 15.5% (Annual Survey Hours & Earnings, 2020). Whilst we are confident in the policies and procedures we already have in operation to support diversity and inclusion on a gender basis, we are still committed to do more and will strive to take action and reduce our gender pay gap.

Further analysis on what may be creating this gap is detailed in this report, along with the steps we intend to take in order to work towards reducing the gap even further.

## Declaration

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.



**Rowena Hackwood**  
**Chief Executive Officer**

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# Gender pay gap vs equal pay

Although equal pay and the gender pay gap look at differences between women's and men's pay, they are two different issues and this needs to be remembered when reading this report.

Equal pay is the legal obligation under the Equality Act 2010 that requires employers to give men and women equal pay if they are employed to do like work. Failing to pay a woman the same pay as a man for doing the same job is likely to be unlawful, whereas having a gender pay gap is not.

New regulations were introduced in 2017 which mean that employers are required to report on a number of different statistical measures of gender pay on the snapshot date of 5th April each year for employers with more than 250 employees.

We welcome these changes and have included the measures in this report along with other information which we hope will be helpful. The data referenced in this report is a snapshot as at 5 April 2021.

The gender pay gap measures the difference between men and women's average pay. All roles across the organisations are included in calculating the average earnings figure and it is expressed as a percentage of earnings.

Having a gender pay gap does not automatically mean that there is an equal pay issue within an organisation. There are a number of reasons for a gender pay gap, for example, a gender imbalance in the different levels of roles or if particular types of role are dominated by a single sex.

Astrea Academy Trust is an equal pay employer, having regard to equal pay legislation and adhering to an equal pay practice.



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# A guide to the figures:

## Mean

The difference in average hourly rates of pay between male and female colleagues.

All hourly rates are added together and divided by the number of employees.

The regulations require us to report the difference between the mean hourly rate of men compared to the mean hourly rate of women, expressed as a percentage of the men's figure.



## Median

This is calculated by ordering from lowest to highest the hourly rates of pay for each male colleague and, separately the hourly rates of pay for each female colleague and comparing the middle value of each.

If the list has an odd number of entries, the median is the middle entry after sorting the list into increasing order. If the list has an even number of entries, the median is halfway between the two middle numbers after sorting.

For example, taking 5, 8, 12, 26, and 40, the median value is 12.

The regulations require us to report the difference between the median hourly rate for men compared to the median hourly rate for women, expressed as a percentage of the men's figure.

## Pay quartiles

Rates of pay are placed into a list in order of value and the list is divided into four equal sections (quartiles). Each quartile will contain the same number of individuals.

The regulations require us to report how many men and how many women are in each pay quartile, expressed as a percentage within each quartile.

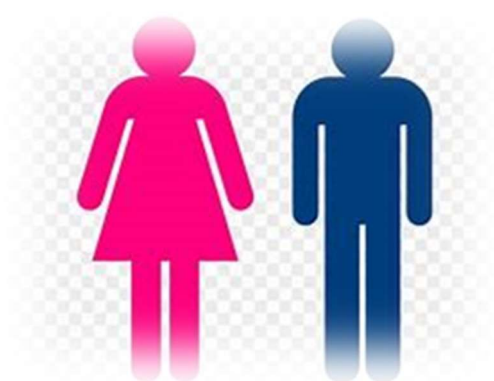
## Bonus

The regulations also require us to publish the same measures as above on bonus payments.

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# Astrea Academy Trust

## Mean & Median Hourly Rates Gap by Gender



Data as at 5 April 2021

**£18.75**

**£24.13**

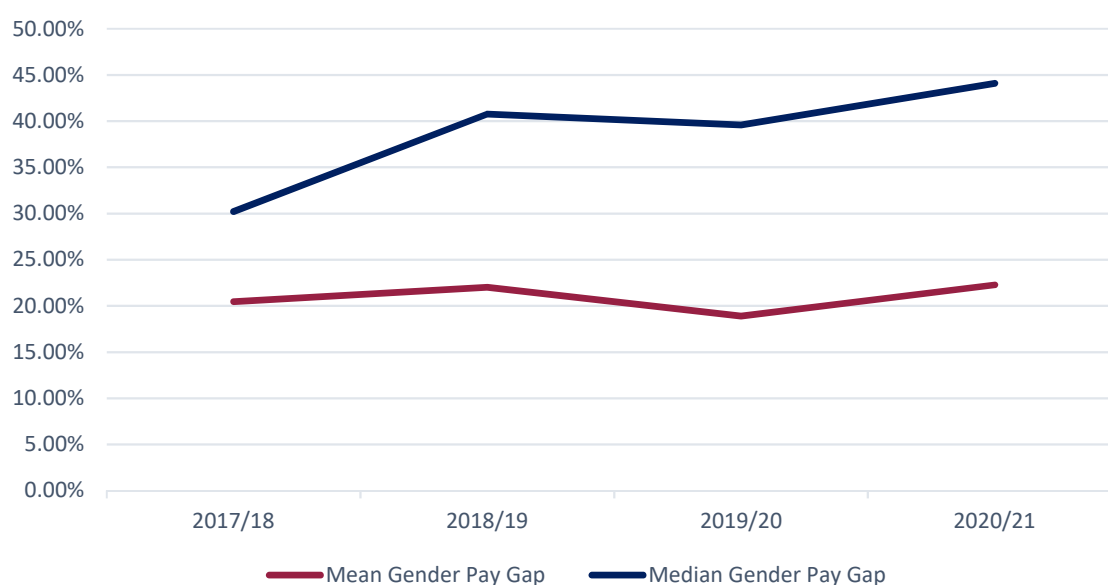
This gives us a mean gender hourly pay gap of 22.28%

**£12.72**

**£22.79**

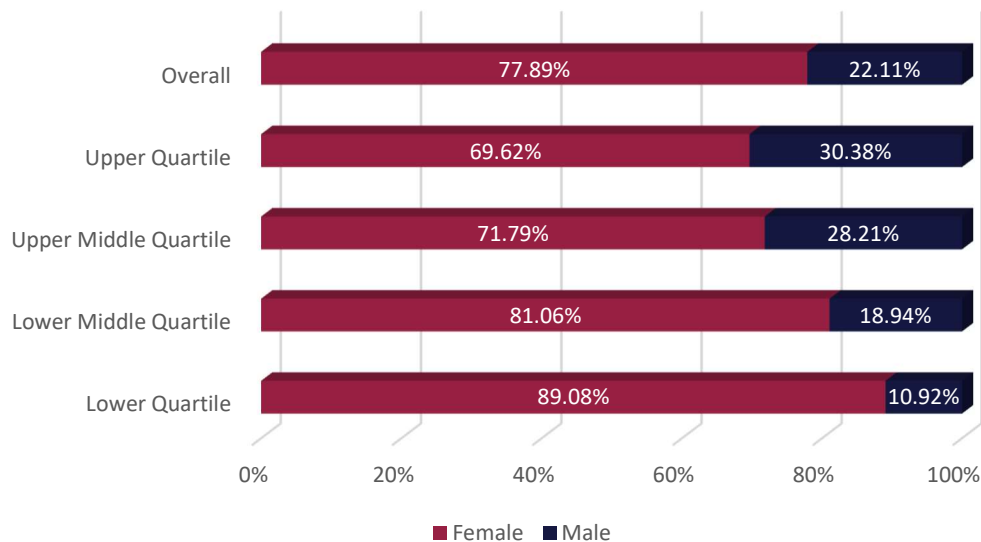
This gives us a median gender hourly pay gap of 44.09%

### Gender Pay Gap Analysis - Year on Year

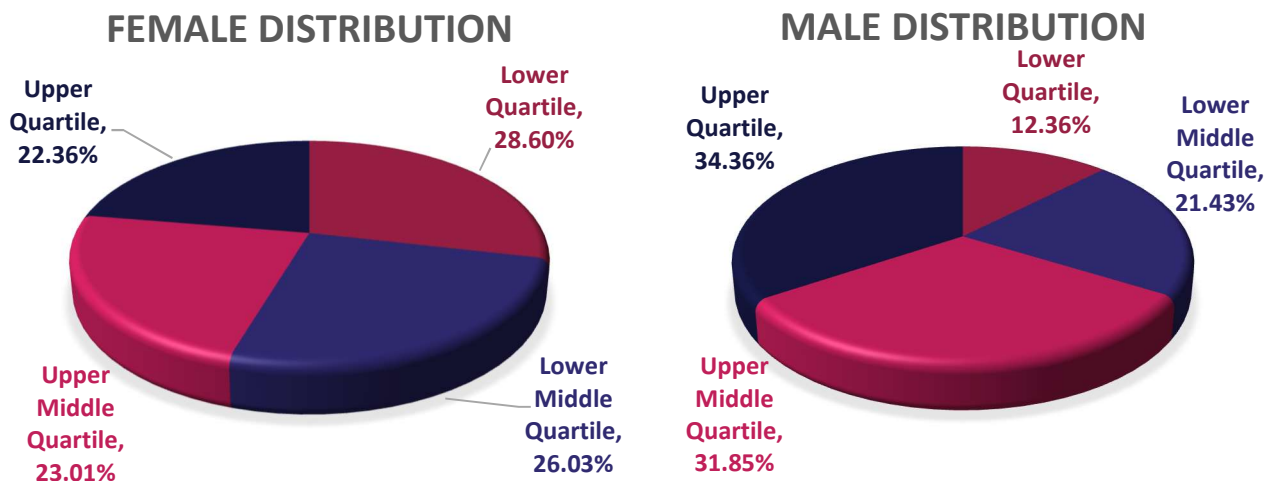


# Pay Quartiles

This graph shows the gender split within each pay quartile:



The above graph is indicative of the majority of our workforce being female (77%). In addition to looking at the distribution within pay quartiles, we also looked at how our male and female populations were distributed across the pay quartiles:



From the data on how our women and men are distributed across the pay quartiles you can see that women are quite evenly spread across the quartiles; however, men are more highly represented in the upper two quartiles and only 12.36% of men sit in the lower pay quartile. This distribution is what causes the median hourly rate to be higher for males.

# Understanding our figures

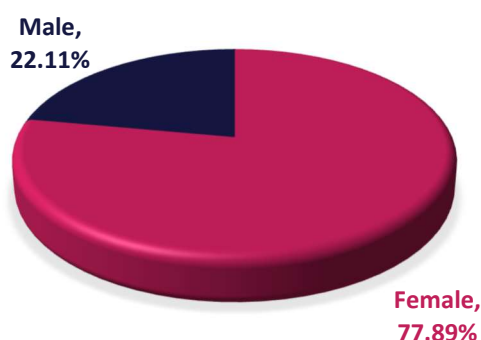
## Our Workforce

Astrea Academy Trust is predominantly a primary phase Trust. 18 of the 27 Academies within the Trust are primary academies, alongside this there is also an all-through provision within the trust.

The School Teacher Workforce published February 2021, stated that only 24.2% of all teaching staff at that point were male<sup>1</sup>. This pattern trends with the Astrea Academy Trust data, whereby, there is a significantly higher number of women in all quartiles and therefore throughout the workforce.



### WORKFORCE GENDER SPLIT AS AT 5 APRIL 2021



As at 5 April 2021, almost 78% of our workforce were female.

89% of our primary school workforce and 71% of our secondary school workforce were female.

59.41% of our workforce were in support roles and 40.59% were in teaching roles.

83.19% of our support roles and 70.14% of our teaching roles were occupied by women. This indicates that there has been an increase of 5.66% in recruitment of male teaching staff compared with the School Teacher Workforce Data referenced above.

The nature of our work means we do attract a high number of female colleagues. In comparison with the Employment Labour Market – Gender Pay Gap in the UK report (ONS 2020) 79% of primary and nursery education roles, 62% of secondary education roles and 90% of education support roles are occupied by women.

The high proportion of women occupying support roles is representative of the flexibility for part time working, which are usually more preferable or accommodating to women.

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<sup>1</sup> School Teacher Workforce Data published February 2021 [School teacher workforce - GOV.UK Ethnicity facts and figures \(ethnicity-facts-figures.service.gov.uk\)](https://www.gov.uk/government/statistics/school-teacher-workforce-ethnicity-facts-and-figures)

The School Teacher Workforce published February 2021 shows that 75.8% of all teachers were female, and that 67% of Principals were female<sup>1</sup>, therefore, although the workforce is predominantly women, the percentage rate of females decreases when looking at management roles.

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.

During the reporting period, women were well represented across all levels of the organisation with 57% of our Executive Board being women, exceeding the target set by the Hampton-Alexander Review to achieve over 33% female Executive Board membership by December 2020.

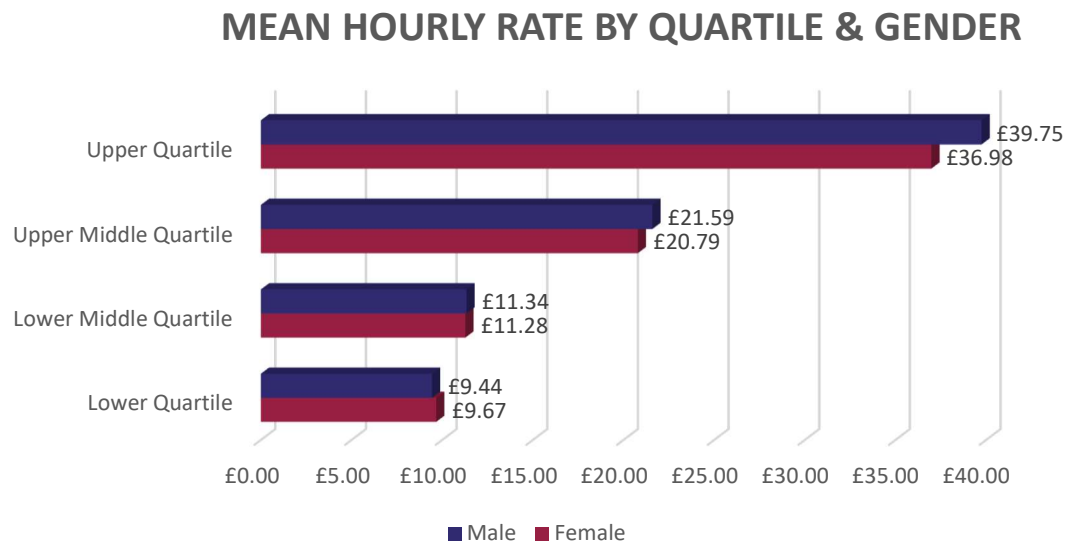
However, at the time of publishing this report in November 2021; three members of the Executive Team have left or are leaving the organisation shortly, (two of whom are women) therefore we predict a reduction in female population at Executive Board level, and a potential gender pay gap widening in the next reporting year.



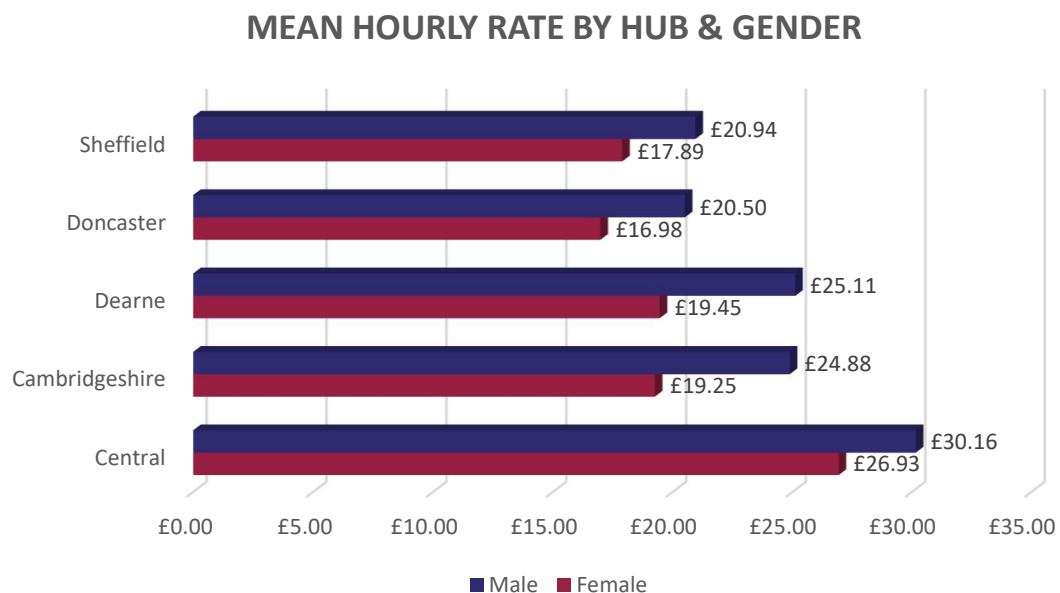


## Gender Pay Gap Analysis

The graph below shows that average hourly rate of pay is higher amongst women in the lower quartile. However, the average hourly rate of pay is higher amongst men in the lower middle, upper middle and upper quartiles.



Where organisations are predominantly one gender or the other, gender pay gaps can easily arise and relatively small changes in the balance of genders can have a significant impact.



The above graph indicates that on average men across all areas of the Trust receive a higher average hourly rate of pay.

The table below illustrates the mean hourly rate pay when analysed by hub and pay quartile.

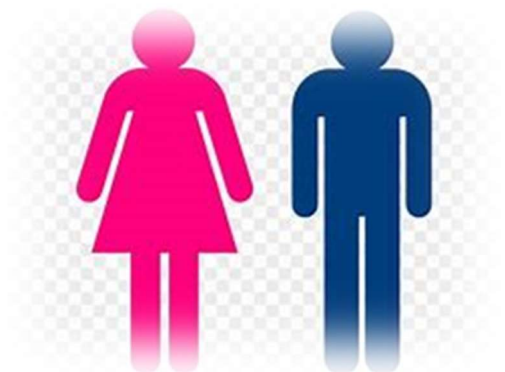
Hub	Lower Quartile				The data indicates that males in the Doncaster hub earn more per hourly rate on average, than women. However, in Cambridgeshire, Dearne & Sheffield women appear to earn more per hourly rate on average than men.
	Headcount		Mean £hourly rate		
	Women	Men	Female	Male	
Central	0	0	£0.00	£0.00	
Cambridgeshire	191	28	£9.71	£9.63	
Dearne	94	10	£9.80	£9.14	
Doncaster	136	20	£9.48	£9.61	
Sheffield	101	4	£9.73	£9.59	
Hub	Lower Middle Quartile				The data indicates that in all regions except Cambridgeshire, males appear to earn more per hourly rate on average, than women.
	Headcount		Mean £hourly rate		
	Women	Men	Female	Male	
Central	11	8	£12.05	£12.38	
Cambridgeshire	146	46	£11.48	£11.15	
Dearne	101	17	£11.10	£11.55	
Doncaster	133	21	£10.92	£10.98	
Sheffield	84	21	£11.64	£11.69	
Hub	Upper Middle Quartile				The data indicates that males in the Central Team, Cambridgeshire & Dearne earn more per hourly rate on average, than women. However, in Doncaster & Sheffield women appear to earn more per hourly rate on average, than men.
	Headcount		Mean £hourly rate		
	Women	Men	Female	Male	
Central	27	10	£19.07	£19.70	
Cambridgeshire	155	84	£21.00	£22.48	
Dearne	99	37	£19.89	£20.70	
Doncaster	70	13	£21.77	£20.52	
Sheffield	69	21	£21.31	£21.16	
Hub	Upper Quartile				The data indicates that males across all hubs earn more per hourly rate on average, than women. However, women appear to earn more per hourly rate on average, than men in the Central Team.
	Headcount		Mean £hourly rate		
	Women	Men	Female	Male	
Central	13	11	£55.85	£53.73	
Cambridgeshire	163	92	£35.74	£38.59	
Dearne	92	40	£38.02	£38.95	
Doncaster	79	21	£35.85	£40.37	
Sheffield	61	14	£36.12	£37.73	

The following table shows the breakdown of average hourly rate by hub and by quartile; split by support or teaching role category:

	SUPPORT				TEACHING			
	Lower Quartile				Lower Quartile			
	Headcount		Mean £hourly rate		Headcount		Mean £hourly rate	
Hub	Women	Men	Female	Male	Women	Men	Female	Male
Central								
Cambridgeshire	191	28	£9.71	£9.63				
Dearne	94	10	£9.80	£9.14				
Doncaster	136	20	£9.48	£9.61				
Sheffield	101	4	£9.73	£9.59				
	SUPPORT				TEACHING			
	Lower Middle Quartile				Lower Middle Quartile			
	Headcount		Mean £hourly rate		Headcount		Mean £hourly rate	
Hub	Women	Men	Female	Male	Women	Men	Female	Male
Central	11	7	£12.05	£12.38				
Cambridgeshire	146	46	£11.48	£11.15				
Dearne	101	17	£11.10	£11.55				
Doncaster	133	21	£10.92	£10.98				
Sheffield	84	21	£11.64	£11.69				
	SUPPORT				TEACHING			
	Upper Middle Quartile				Upper Middle Quartile			
	Headcount		Mean £hourly rate		Headcount		Mean £hourly rate	
Hub	Women	Men	Female	Male	Women	Men	Female	Male
Central	27	10	£19.07	£19.70				
Cambridgeshire	50	19	£17.95	£18.32	105	65	£22.46	£23.69
Dearne	43	14	£16.05	£17.43	56	23	£22.84	£22.69
Doncaster	21	4	£17.26	£15.91	49	9	£23.70	£22.56
Sheffield	15	6	£16.40	£17.15	54	15	£22.67	£22.77
	SUPPORT				TEACHING			
	Upper Quartile				Upper Quartile			
	Headcount		Mean £hourly rate		Headcount		Mean £hourly rate	
Hub	Women	Men	Female	Male	Women	Men	Female	Male
Central	5	6	£55.22	£45.88	8	5	£56.25	£63.15
Cambridgeshire					163	92	£35.74	£38.59
Dearne					92	40	£38.02	£38.95
Doncaster					79	21	£35.85	£40.37
Sheffield					61	14	£36.12	£37.73

From the data table above it is apparent that there are gender pay variances in the average hourly rate in specific hubs. This can be attributable due to the varying number of job roles and pay rates across the Trust which could be addressed in future with a consistent Trust wide salary framework. We have outlined our proposed actions to address this on page 13.

# Astrea Academy Trust Gender Bonus Gap



Data as at 5 April 2021

0.00%

0.00%

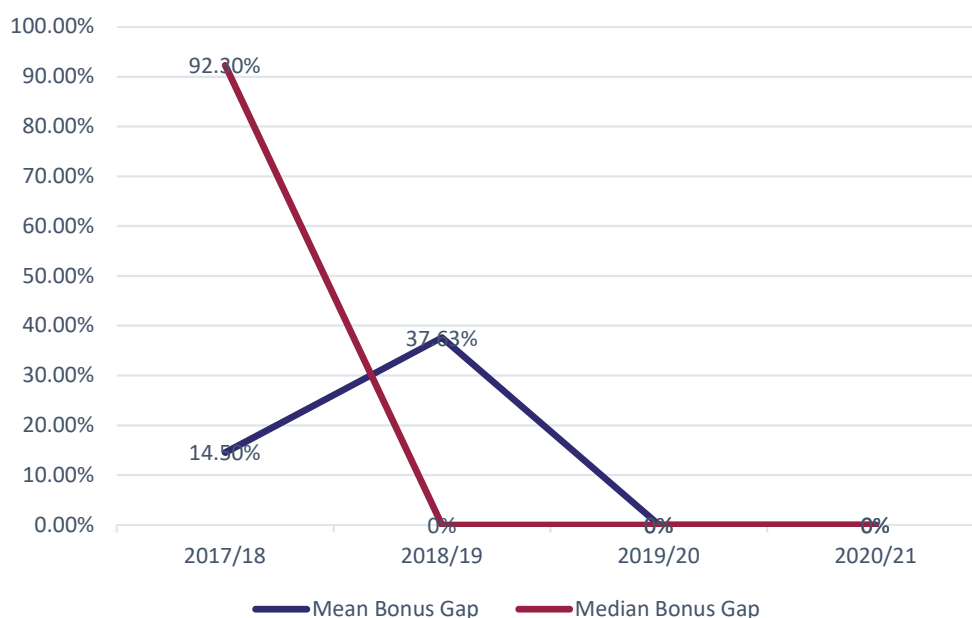
This gives us a mean gender bonus gap of 0%

0.00%

0.00%

This gives us a median gender bonus gap of 0%

## Gender Bonus Gap Analysis - Year on Year



## Gender Bonus Gap Analysis

Astrea Academy Trust have reviewed 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:

- 0.04% of the Astrea Academy Trust workforce received a bonus, which equates to 1 employee.
- Of the total workforce population, 0% female colleagues received a bonus. 0.20% male colleagues received a bonus (1 employee).

**Note: due to the mechanism to determine the gender bonus gap, although one male employee received a bonus in the reporting year, in significance to the size of our workforce, this calculates as 0% gap.**

The Trust does not operate a contractual bonus scheme\*. Should a bonus scheme be implemented, eligibility to participate is at the discretion of Trustees and is limited to the Executive Team.

With regard to ensuring that pay is monitored effectively at Executive level, a Pay and 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 Pay and 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.

The Trust are satisfied that the 2019/20 and 2020/21 reporting periods have shown a positive decrease in bonus gap data. The Trust are committed to continuing on a downward trajectory to achieve and maintain a 0% gender pay and gender bonus gap year on year. Astrea continually reviews pay across the organisation and is committed to identifying and addressing any pay gaps.

\*In the reporting year 2017/18 the Trust wrongly included additional responsibility payments as a form of bonus. As this payment is not a bonus it has been removed from the data from 2019/20 onwards. The Trust no longer include this as a form of contractual bonus for the purpose of reporting the gender pay information. Hence the decline to 0% over the subsequent reporting periods.

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# Tackling our Gender Pay Gap

We are working to achieve greater gender and wider diversity at all levels in the organisation. Achieving gender diversity within the general workforce remains a challenge, particularly those operating in roles which have a strong gender imbalance nationally.

There are a number of things that need to change in order to reduce or eradicate the gender pay gap in the UK, which are outside the control of employers. These will involve long term plans to address cultural biases, starting in early education with gender biases towards certain professions and roles in society. Astrea Academy Trust are committed to ensuring we are doing what we can to address our Gender Pay Gap.

Our actions are:

- ✓ 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 and secondment policies and processes reflects gender equality throughout the attraction and selection processes – encouraging applicants from genders not typical to the role.
- ✓ 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 in training and development opportunities, and clear promotion and reward processes. In particular, we will work to ensure that the seniority profile reflects the Trust's wider gender mix.
- ✓ Through the development and implementation of the Astrea Institute, all employees will have access to learning and development opportunities to support their preferred career pathway. This will include focused investment in leadership development.
- ✓ Development of an Astrea Academy Trust pay framework aligned to all roles across the Trust.

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