

Gender Pay Gap Report – March 2018

In accordance with guidance provided by ACAS the Trust has calculated the following gender pay gap measures in respect of the March 2018 payroll. City Academy Whitehawk transferred to Aurora in September 2017 which has been reflected in March 2018 figures.

The mean gender pay gap is the difference between the mean hourly rate that male employees receive compared to the mean hourly rate that female employees receive. The mean gender pay gap for the Trust has been calculated as 35.0% compared to 35.2% in March 2017.

The median gender pay gap is the difference between the median hourly rate that male employees receive compared to the median hourly rate of pay that female employees receive. The median gender pay gap for the Trust has been calculated as 46.3% compared to 42.25% in March 2017.

The Trust did not pay any bonuses in March 2018 or in March 2017 and so cannot report any gender pay gap in respect of any bonuses paid to employees.

The Trust has calculated the proportion of males and females in four quartile pay bands by dividing the workforce into four equal parts, as follows:

	2018		2017	
	Males	Females	Males	Females
- Lower quartile	8.2%	91.8%	2.7%	97.3%
- Lower middle quartile	3.0%	97.0%	10.7%	89.3%
- Upper middle quartile	25.5%	74.5%	21.6%	78.4%
- Upper quartile	23.2%	76.8%	24.0%	76.0%

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We have broken down the Trust workforce as follows to show the gender split in different job roles, as follows:

Gender pay report	2018		2017	
	Male	Female	Male	Female
Headteacher/Head of School	3	2	3	2
School Leadership team	5	8	4	2
Trust Central Team	4	0	4	0
Teachers	26	91	15	76
Learning support	10	132	7	110
Finance and Administration	0	28	0	19
Premises	7	2	5	2
Cleaning	1	21	6	14
Midday Supervisors	3	30	0	16
Nursery	0	22	0	13
Total	59	336	44	254

The table above doesn't reflect FTE or headcount of number of staff employed. This is based on total number of roles, i.e. an individual with more than 1 paid role at the Trust would be showing more than once in this table.

The Trust employs significantly more female staff compared to male staff, 85% v 15% respectively, the percentages remaining unchanged from March 2017. The Trust uses nationally agreed pay scales, Standard Teacher Pay and Conditions for teaching staff and national Employer Federation pay scales for support staff to ensure that salaries for particular job roles are the same, irrespective of gender. The Trust has an Equal Opportunities policy and encourages both genders to apply for vacancies in the Trust. Aurora staff are paid on a broad pay scale range from just above the living minimum wage to leadership scale points, depending on their role in the Trust.

The gender pay gap report shows that there are proportionately more female staff paid at the lower end of these pay scales compared to men and conversely proportionately more men paid at the higher end of the pay scales compared to female staff. Roles that are paid at the lower end of pay scales tend to be part time roles such as teaching assistants, cleaners, etc. and these are roles that female staff with nursery or school age children find attractive because they allow them to work term time only and during the school day, so that they are able to minimize child care costs.

The Trust has considered the report outcomes and intends to pursue the following actions to try and minimize any gender pay gap through the creation of more flexible working practices, as follows:

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- Reviewing staffing structures on at least an annual basis to identify target areas for gender equality and seeking to broaden the gender mix in all roles in the Trust. (In terms of leaders at a senior level in its schools, the Trust evidenced an increase in the percentage of female senior leaders from 37% in March 2017 to 56% in March 2018).
- Identifying personal development and promotion opportunities for female staff as part of the performance management process and provide the necessary support to allow staff to maximize their capability. (In 2018 female leaders were encouraged to engage in a free coaching scheme delivered by external providers).
- Encouraging “stay at home fathers” into the workplace through focused advertising of vacancies and direct contact where possible.
- Identifying job share opportunities for all Trust roles to encourage both genders to seek higher paid roles and/or a return to the workplace. (There are several examples of successful ‘job shares’ in the Trust).
- Reviewing Trust recruitment procedures to ensure both genders are treated fairly and equitably during the process and to ensure that the Trust secures the best person/s for each role/s. (In 2017-18 there has been a focus on ensuring that there is a gender balance on interviewing panel to try to militate against any unconscious ‘gender biases’).
- Devising and running appropriate professional development courses. Examples would include Leadership Courses aimed directly and solely at female leaders that proactively encourage female employees to raise their career aspirations

The Trust’s intention is that the above initiatives will not only impact positively upon gender pay equality but also impact beneficially on the gender pay gap over the next three to five years

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