

## The Bishop Konstant Catholic Academy Trust

### Commentary relating to Gender Pay Gap

#### Snapshot Date 31<sup>st</sup> March 2020

The Bishop Konstant Catholic Academy Trust was responsible for running two Secondary Schools and ten Primary Schools within the Catholic Diocese of Leeds as at this snapshot date.

The Trust is committed to working to reduce the Gender Pay Gap by looking at flexible working practices to help to recruit and retain employees, such as continuing to promote job sharing and part-time working wherever possible.

As a result since Gender Pay Gap Reporting began the Trust has been able to close the Mean Gender Pay Gap by 7.8% between the 31<sup>st</sup> March 2017 (35.1%) and 31<sup>st</sup> March 2020 (27.3%). The Trust Median Gender Pay Gap has also been reduced by 3.4% over the same period.

Our organisation has significant female representation at the highest level and at all levels within the Trust and we will endeavour to ensure this position is strengthened by continuing to offer meaningful work at all levels, including well-paid senior roles.

As at the end of 31<sup>st</sup> March 2020, 73.3% of the fifteen most senior roles within the Trust were occupied by women.

The percentage of females in the Upper Pay Quartile has increased by 2.8% to 73.8% at the snapshot date of 31<sup>st</sup> March 2020 compared to the initial snapshot date 31<sup>st</sup> March 2017 when reporting began, rising year on year.

The Trust will continue to invest in recruitment and retention by considering whether posts being advertised can be considered for flexible working arrangements, job sharing, encouraging the take-up of shared parental leave, maintaining regular contact with staff on parental leave / career breaks and offering support to enable staff to return after a caring break.

We will continue to ensure that job adverts contain gender neutral language and candidates will continue to be evaluated by objective, structured scoring systems and skill-based tests.

The Trust will encourage all staff to take up formal and on the job training opportunities, ensure that there is fair access to developmental opportunities and encourage staff at all levels to participate in mentoring schemes.

At the Gender Pay Gap snapshot date of 31<sup>st</sup> March 2020 the Trust had 730 roles within the organisation. Females occupied 624 of these roles (85.5% of the total roles within the Trust) and Males occupied 106 roles (14.5% of the total number of roles).

Within the Trust, females occupy a full spectrum of roles from Head teachers, teachers, central team specialists, teaching assistants, nursery nurses, site managers, caterers, lunch-time supervisors and cleaners etc. This gives an average

for gender pay gap purposes based on the full spectrum of roles from the most senior Head Teachers through to lunchtime supervisors and cleaners.

At the snapshot date of 31<sup>st</sup> March 2020, seven of our eleven Head Teacher roles were occupied by females (63.6%) and both of our Secondary Schools had a female Head Teacher. The Trust Central Team providing strategic direction, professional services and administration to the Trust employed seven females (77.8%) and two males (22.2%) at the snapshot date.

Males within the organisation tend to occupy Head teacher, teacher, IT and site manager roles and there are fewer males in lower paid roles such as teaching assistants, administrators and cleaners. This gives an average for gender pay gap purposes based on a much narrower spectrum of roles than for the females within the organisation.

Unlike the majority of companies, within all Multi Academy Trusts, there are two different bodies of staff, Teaching Staff and Support Staff, that are each governed by a different set of employment terms and conditions and different Government led pay scales.

The Government asks for figures for our organisation as a whole by asking us to add together staffing and pay information for both the Teaching Staff & Support Staff in order to calculate the mean, median and quartile information for Gender Pay Gap purposes.

In order to truly understand the Gender Pay Gap for our organisation the statistics required by the Government have been calculated internally within the Trust for each of the bodies of Teaching Staff and Support Staff individually as follows:

At the snapshot date of 31<sup>st</sup> March 2020, the Trust had 238 teaching roles, 58 of which were occupied by Males (24.4%) and 180 were occupied by Females (75.6%).

- The Mean Gender Pay Gap for Teachers (as at the snapshot date of 31<sup>st</sup> March 2020) was 7.8% compared to 27.3% when the calculation is performed for both Teaching Staff and Support Staff together.
- The Median Gender Pay Gap for Teachers (as at the same date) is 0.9% compared to 55.0% when the calculation is performed for all staff together.
- The percentage of Female Teachers in the Upper Quartile when looking at Teachers in isolation is 66.7% compared to 33.3% Male Teachers in the Upper Quartile.
- The percentage of Female Teachers in the Upper Middle Quartile looking at Teachers in isolation is 73.3%, compared to 26.7% Male Teachers in the Upper Middle Quartile.

At the snapshot date of 31<sup>st</sup> March 2020, the Trust had 492 support staff roles, 444 of which were occupied by Females (90.2%) and 48 roles were occupied Males (9.8%).

- The Mean Gender Pay Gap for Support Staff (as at the snapshot date of 31<sup>st</sup> March 2020) was 3.6% compared to 27.3% when the calculation is performed for both Teaching Staff and Support Staff together.
- The Median Gender Pay Gap for Support Staff (as at the same date) is 3.9% compared to 55.0% when the calculation is performed for all staff together.
- The percentage of Female Support Staff in the Upper Quartile when looking at Support Staff in isolation is 85.4% compared to 14.6% Male Support Staff in the Upper Quartile.
- The percentage of Female Support Staff in the Upper Middle Quartile looking at Support Staff in isolation is 87.8%, compared to 12.2% Male Support Staff in the Upper Middle Quartile.

As you can see calculating the Gender Pay Gap by comparing the staff with the same types of terms and conditions and pay scales shows a dramatically lower Mean and Median Gender Pay Gap than combining both groups of staff together.

As an employer, the Trust is committed to workplace equality and wishes to strengthen relationships with employees and improve employee retention.

The Trustees and the Trust Central Team work together with Academy Councils' and staff within schools, consulting with other organisations as necessary, to ensure that as an employer recruitment and retention, career progression, talent management and flexible working are a Trust priority.