



Gender Pay Gap Report

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Summary

Delta Academies Trust (the Trust) is required to report under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, the gender pay gap for the organisation. The new regulation covers all employers with more than 250 employees.

Employers have to publish the gap in pay between men and women on both a median basis and a mean basis.

(Median = pay per hour based on the person in the middle of the distribution, Mean = Average hourly salary)

In addition, employers have to disclose the distribution of gender by pay quartile – in other words splitting the workforce into four groups based on their pay and then calculating the proportion of men and women in each group.

The Trust also has to disclose the percentage of staff receiving bonuses by gender and the gender gap on bonuses.

This data will allow the Trust to assess the level of gender pay equality across the organisation.

The Trust is required to publish the results on its website and on the government website. We can confirm that no disclosures will contain data about individual employees. See the link below to government website:

<https://gender-pay-gap.service.gov.uk/viewing/search-results>

The Trust use pay scales based on School Teachers Pay and Conditions (MPR, UPR and Leadership) and the National Joint Council (NJC) pay points for Support staff across the Trust. The Trust has adopted the recommended pay increases for both Teachers (September 2018) and Support staff (April 2018).

The Trust believes that all employees, men and women, are paid an equivalent salary for performing the same job/role. We do not have any variations between female and male pay for performing the same role.

Delta Academies Trust employs, as at 31 March 2018, 2,861 full pay relevant employees, of which 21.8% (2017- 23.1%) were men and 78.2% (2017 - 76.9%) were women.

The pay quartiles below, show that 467 (65.3%) of the staff employed in the top pay quartile are women and within the upper middle quarter this trend continues, 75.6% are women. Therefore, in the top two pay quartiles we employ for 2018, 71% are women, an increase on the previous year. This trend is also seen amongst the Executive Leadership Team and Senior Leadership Teams at out academies with 61% being female to 39% male.

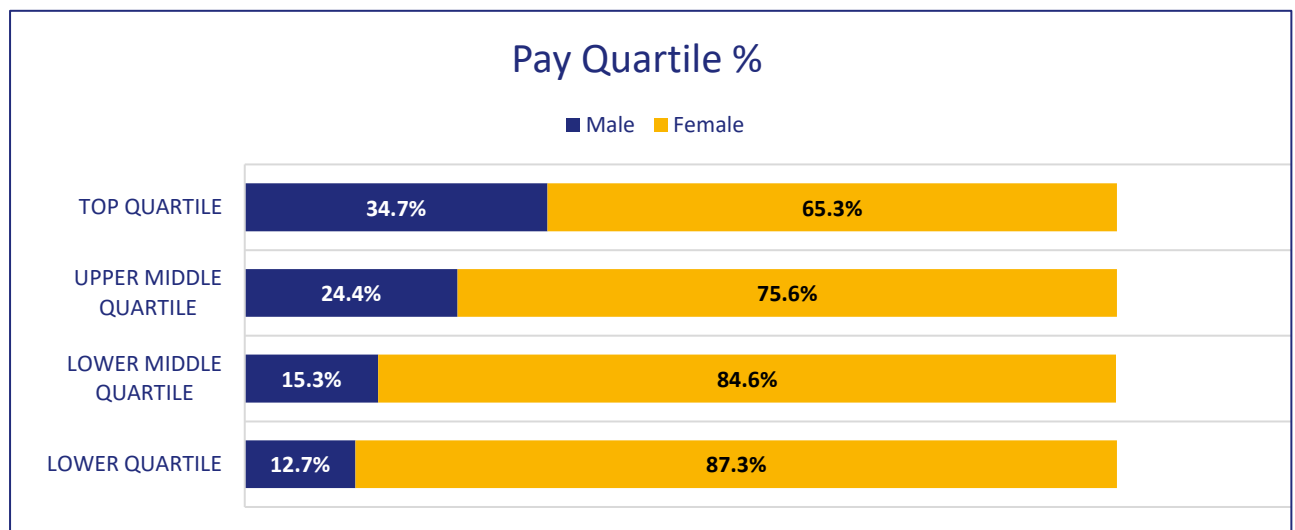
Opportunities are open to all staff as shown by the percentage of women in the top half of all pay scales.

Employment opportunities within the lower pay quartile are open to both men and women, but due to the nature of these support roles - Teaching Assistants, Catering staff, Cleaners and Lunchtime supervisors – where these roles are often part time/term time only –more women historically have applied for these roles.

Pay Quartiles

The table below reflects the number (percentage) of men and women in each pay quartile when we order hourly rates of pay in order.

Quartile	Men	Women
Top Quartile	2018 - 248 (34.7%) 2017 - 218 (33.2%)	2018 - 467 (65.3%) 2017 - 439 (66.8%)
Upper Middle Quartile	2018 - 175 (24.4%) 2017 - 176 (26.8%)	2018 - 541 (75.6%) 2017 - 481 (73.2%)
Lower Middle Quartile	2018 - 110 (15.3%) 2017 - 109 (16.6%)	2018 - 605 (84.6%) 2017 - 549 (83.4%)
Lower Quartile	2018 - 91 (12.7%) 2017 - 59 (9.0%)	2018 - 624 (87.3%) 2017 - 599 (91.0%)



Pay and Bonus Gap

Delta Academies Trust do not pay bonuses and therefore the 3 statutory calculations in relation to this area; Median Gender Pay Bonus gap, Mean Gender Pay Bonus Gap and the proportion of male and females receiving bonuses are not applicable.

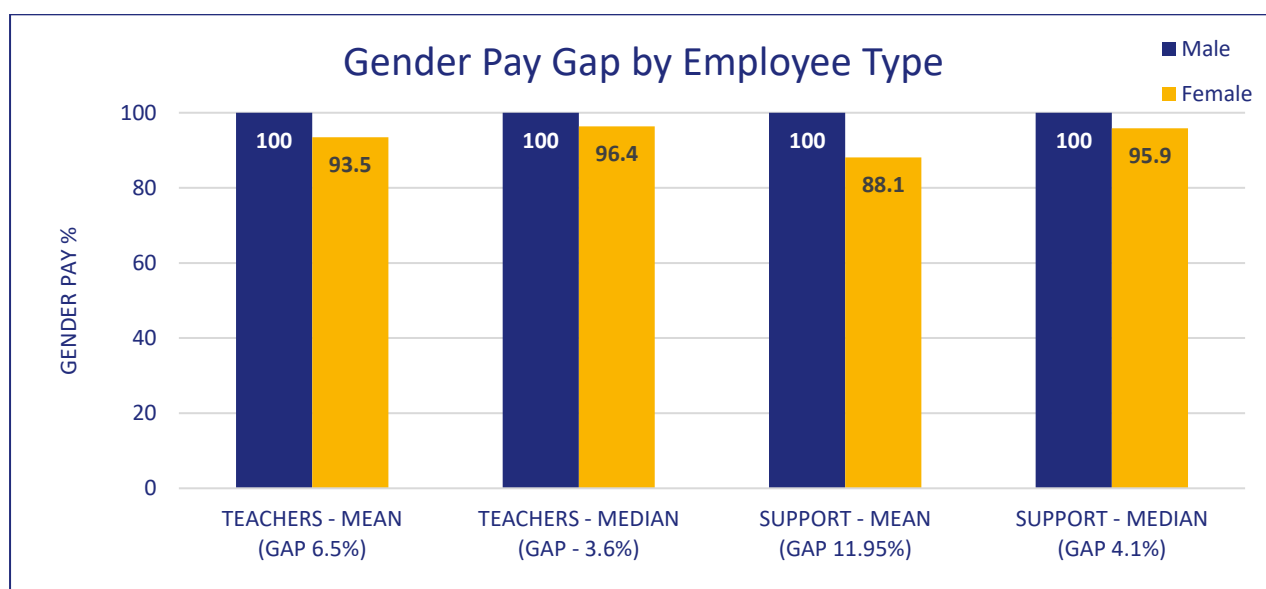
Mean and Median Gaps

The overall mean and median pay gap between men and women, based on a snapshot of data at the 31 March 2018, were as follows:

Mean: 28% (2017 - 25.8%)

Median: 45% (2017 - 47.8%)

The overall mean and median ranges for the Trust, do not accurately reflect the gender pay equality within Delta Academies Trust this is due to the different pay scales agreed nationally for both Teachers and Support staff. We have therefore, provided the mean and median calculations for both Teachers and Support staff separately as we believe this more accurately reflects the Gender Pay Gap for the Trust.



Summary

Delta Academies Trust will continue to be committed to closing the Gender Pay Gap and to achieving a working and learning environment, which provides equality of opportunity. The Trust will continue to ensure that recruitment, promotion, training, development, assessment, pay, terms and conditions of employment are determined based on capability, qualifications, experience, skills and productivity, ensuring a fair open and transparent process at all levels.

Paul Tarn
Chief Executive Officer
Delta Academies Trust