

## Gender Pay Gap report – 2018

### Introduction

Employers with 250 or more employees are now required to publish various figures to demonstrate how large the pay gap is between their male and female employees on an annual basis.

Dudley Academies Trust is committed to the promotion of equality of opportunity for all its employees and is proud to be able to offer working hours and practices that are flexible, and enable people to balance work and life in a sustainable way.

The Trust is committed to empowering talented people at all levels and ensuring that its employees are developed and trained in line with their high ambitions and aspirations. The Trust offers a comprehensive training and development programme for all staff, including two dedicated staff development days each academic year, leadership and management programme and upskilling sessions for staff.

### Background

All employers with 250 or more employees are required to publish information about gender pay by 31<sup>st</sup> March 2019. This information is based on a snapshot date of pay on 31<sup>st</sup> March 2018.

At this time the workforce comprised of 74% female and 26% male with 66% full time and 34% part time.

This analysis looks at gender pay differences within Dudley Academies Trust, focusing on the overall pay difference between the male and female workforce.

These figures are significantly affected by the Trust having a largely female support team and the Trust's workforce comprising of more females than males.

### What do we report on?

Mean gender pay gap	The difference between the mean hourly rate of pay of male's full-pay relevant employees and that of female full-pay relevant employees.
Median gender pay gap	The difference between the median hourly rate of male full-pay relevant employees and that of female full-pay relevant employees.
Mean bonus gap	The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.
Median bonus gap	The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.
Bonus proportions	The proportions of male and female relevant employees who were paid bonus pay during the relevant period.
Quartile pay bands	The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands.

The overall gender pay gap is defined as the difference between the median (actual midpoint) or mean (average) basic annual earnings of men and women expressed as a percentage of the median or mean basic annual earnings of men.

## Mandatory gender pay analysis

### Workforce profile

There were 484 employees working on the snapshot date of 31<sup>st</sup> March 2018. 359 were female and 125 were male. 322 employees were employed on full time contracts and 162 were employed on part time contracts.

The gender pay gap analysis is based on headcount as opposed to full-time equivalent numbers.

### Gender pay gap – 31<sup>st</sup> March 2018

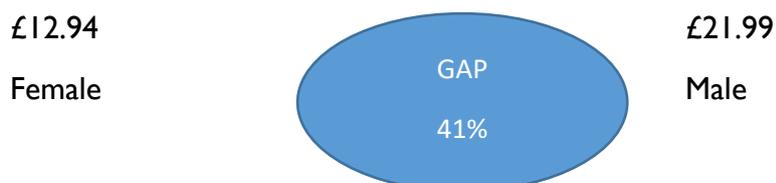
#### Mean

Average hourly rate of pay and the percentage difference between.



#### Median

Middle hourly rate of pay and the percentage difference between.



## **Bonus - mean, median and proportions**

Dudley Academies Trust does not operate any bonus schemes and therefore has no bonus gender pay gap.

## **Proportion of men and women in each quartile pay band.**

Below shows the workforce composition in each pay quartile.

The pay quartiles below, show that 59% of the staff employed in the top pay quartile are women and within the upper middle quarter this trend continues, 70% are women.

### **Lower pay quartile**

121 in lower quartile, 14 male and 107 females.

### **Lower middle pay quartile**

121 in lower middle quartile, 25 male and 96 females.

### **Upper middle pay quartile**

121 in upper middle quartile, 36 males and 85 females.

### **Upper pay quartile**

121 in upper middle quartile, 50 males and 71 females.

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 which are mainly part time, term time only Teaching Assistants, Catering staff, Cleaners and Lunchtime Supervisors they are historically occupied by females.

We are not complacent and work hard to ensure that Dudley Academies Trust promotes diversity and equality of opportunity for our employees. We continue to monitor our workforce, empower talent at all levels to ensure we have working practices which are flexible, and enable people to balance work and life in a sustainable way.