

The Vale Academy Trust

Gender Pay Gap – Reporting as at 31 March 2017

Gender Pay Gap legislation introduced in April 2017 requires all employers with 250 or more employees to publish their gender pay gap.

The difference between the gender pay gap and the equal pay gap

Equal pay means that there should be no difference in the contractual terms of a woman and a man doing equal work, who both work for the same employer. Women (and men) have been entitled to equal pay for equal work since 1970, when the Equal Pay Act was introduced, but since 2010 the law on equal pay has been set out in the 'equality of terms' provisions of the Equality Act 2010.

Equal work is work which is:

- the same or broadly similar (like work), or
- different, but which is rated under the same job evaluation scheme as being work of equal value (work rated as equivalent), or
- different, but of equal value in terms of factors such as effort, skill and decision-making (work of equal value).

The gender pay gap is a measure of workplace disadvantage, expressed in terms of a comparison between men's and women's average hourly rates of pay.

The VAT Pay Structure

For teachers we have pay scales aligned to the School Teacher Pay and Conditions Document that are reviewed on an annual basis. Progression is linked to performance.

For support staff we have a pay system of grades set by the NJC (National Joint Council for Local Government Service) and using the NJC Job Evaluation Scheme. Therefore, grades vary according to the level of responsibility that employees have. Each grade has a set pay range, employees are expected to move through the pay range for their grade. The longer period that someone has been in a grade, the more we would expect them to earn irrespective of their gender.

The six metrics required by the legislation

There are six key metrics that an employer is required to report on for gender pay gap:

- the difference in the mean pay of full-pay men and women, expressed as a percentage;
- the difference in the median pay of full-pay men and women, expressed as a percentage;
- the difference in mean bonus pay of men and women, expressed as a percentage;
- the difference in median bonus pay of men and women, expressed as a percentage;
- the proportion of men and women who received bonus pay; and
- the proportion of full-pay men and women in each of four quartile pay bands.

The Vale Academy Trust does not have a bonus scheme and therefore we are only reporting on

- the difference in the mean pay of full-pay men and women, expressed as a percentage;

- the difference in the median pay of full-pay men and women, expressed as a percentage;
- the proportion of full-pay men and women in each of four quartile pay bands.

Group	Mean gender pay gap	Median gender pay gap
All	13%	21%

Comparison of mean pay in the VAT shows a gap in favour of men of 13.17% and of median pay shows a gap in favour of men of 21.20%

Information on the Workforce Profile

Number of employees 888 of which there are 694 Women and 194 Men. These are distributed across the Quartiles:

	Male	Female
Q1	27%	73%
Q2	14%	86%
Q3	18%	82%
Q4	29%	71%
All	22%	78%

The narrative explaining our gender pay gap is:

- Within our academy women are more likely than men to have had breaks from work that have affected their career progression;
As an employer we have a significant number of Family Friendly Policies and paid Emergency and Special Leave. However, we, like other organisations have had a low take up of Shared Parental Leave.
- Women are more likely to work part time. As a society unpaid caring responsibility does fall to women and which does lead women into part- time work,

The effect of career breaks and part-time working to look after children may have affected female career progression within the organisation

What we could do to address our gender pay gap

The actions that we plan to take to address our gender pay gap are:

- Continue to support Flexible working: shared parental leave, job sharing, part-time, and term-time only opportunities.
- Using our Appraisal to support women progress in their careers - through development conversations with their line managers, development opportunities, and talent management schemes.
- Ensuring that men are aware of and encouraging men to take advantage of arrangements which enable them to fulfil their caring responsibilities, such as shared parental leave and part time working.

- Monitoring pay - to identify pay differences
- Continuous improvement of the recruitment process.
- Further workforce reporting

Jean Creagh
HR Director

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