



## **The Vale Academy Trust Gender Pay Gap – Reporting as at 31 March 2022**

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

Employers must:

- publish their gender pay gap data and a written statement on their public-facing website and
- report their data to government online, using the gender pay gap reporting service.

### **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, 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 that 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. This is Performance Related Pay.

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 him or her to earn irrespective of his or her gender.

### **The six metrics required by the legislation**

An employer is required to report on six key metrics:

- 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.

|               | <b>Mean gender pay gap</b> | <b>Median gender pay gap</b> |
|---------------|----------------------------|------------------------------|
| 31 March 2017 | 13%                        | 21%                          |
| 31 March 2018 | 13%                        | 20%                          |
| 31 March 2019 | 26.06%                     | 40.13%                       |
| 31 March 2020 | 33.51%                     | 54.78%                       |
| 31 March 2021 | 31.04%                     | 56.03%                       |
| 31 March 2022 | 33.45%                     | 57.24%                       |

The mean (or average) is the most popular measure of central tendency. The mean has one main disadvantage; it is susceptible to the influence of extremes. These values are unusual compared to the rest of the data set, because they are especially small or large in numerical value. For example, the mean maybe skewed by a small number of higher wages, and therefore, might not be the best way to accurately reflect the typical wage of an employee, as many in the data set have lower wages. The median is the middle score for a set of data that has been arranged in order of magnitude. The median is less affected by extreme values, such as changes in the earnings of a small number of high earners. If the data set were perfectly normal, and not skewed then the median and mean would be equal. That is not the case with the VAT data.

### **Information on the Workforce Profile**

The VAT employed 621 employees - 509 females in comparison to 112 males.

The employees are distributed across the Quartiles:

|                 | <b>2017</b> |            | <b>2018</b> |            | <b>2019</b> |            | <b>2020</b> |            | <b>2021</b> |            | <b>2022</b> |            |
|-----------------|-------------|------------|-------------|------------|-------------|------------|-------------|------------|-------------|------------|-------------|------------|
| <b>Quartile</b> | <b>M</b>    | <b>F</b>   | <b>M</b>    | <b>F</b>   | <b>M</b>    | <b>F</b>   | <b>M</b>    | <b>F</b>   | <b>M</b>    | <b>F</b>   | <b>M</b>    | <b>F</b>   |
| <b>Q1</b>       | 27%         | 73%        | 26%         | 74%        | 13%         | 87%        | 16%         | 84%        | 13%         | 87%        | 8%          | 92%        |
| <b>Q2</b>       | 14%         | 86%        | 10%         | 90%        | 13%         | 87%        | 10%         | 90%        | 17%         | 83%        | 15%         | 85%        |
| <b>Q3</b>       | 18%         | 82%        | 19%         | 81%        | 20%         | 80%        | 20%         | 80%        | 14%         | 86%        | 14%         | 86%        |
| <b>Q4</b>       | 29%         | 71%        | 26%         | 74%        | 32%         | 68%        | 33%         | 67%        | 37%         | 63%        | 35%         | 65%        |
| <b>All</b>      |             |            |             |            |             |            |             |            |             |            |             |            |
|                 | <b>22%</b>  | <b>78%</b> | <b>20%</b>  | <b>80%</b> | <b>20%</b>  | <b>80%</b> | <b>20%</b>  | <b>80%</b> | <b>20%</b>  | <b>80%</b> | <b>18%</b>  | <b>82%</b> |

The quartile distribution gives information about how male and female employees are distributed across the organisation.

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