

The Four Stones Multi Academy Trust

Gender Pay Gap Report 2020

This report provides the statutory information that The Four Stones Multi Academy Trust (MAT) is required to publish to comply with legislation introduced in April 2017. The legislation requires all employers with more than 250 employees to publish their gender pay gap.

As per the national guidelines gender pay gap is monitored and reported on based on hourly rates of pay

The snapshot date for this data is the 31st March 2020. On this date the MAT comprised of 2 academies (Haybridge High School & Sixth Form and King Charles I School) and had 298 employees. As the MAT formed in October 2018, this is only the second time that the organisation has had to report this data.

The data required for this report cover 6 statutory measures, these are:

1. Mean gender pay gap
2. Median gender pay gap
3. **Mean bonus gender pay gap**
4. **Median bonus gender pay gap**
5. **Proportion of males and females receiving a bonus payment**
6. Proportion of males and females in each quartile band

The MAT is committed to ensuring fair pay for all members of staff regardless of their gender. The outcome of all pay award decisions are shared with our trust board, associate headteachers and local governing bodies. The trust does not deviate from nationally recognised published pay structures for both teaching (STPCD) and support staff (NJC). All pay award decisions are made by a designated committees.

On the basis above, the trust does not currently award 'bonus' payments to individuals or groups of staff as incentive or reward, **therefore data required at points 3, 4 and 5 are not applicable for the purposes of this report.**

Nationally, the gender pay gap for all employees was women earning 15.5% less than men (taken from the Office for National Statistics Annual Survey of Hours and Earnings 2020). This is a decrease of 1.8% from 2019, whereby the national average was 17.3%.

For the MAT;

- For the snapshot date of 31st March 2020, our Mean gender pay gap was 21.7% (for 2019 this was 18.2%).
- For the snapshot date of 31st March 2020, our Median gender pay gap is 39.9% (for 2019 this was 21.9%).

Therefore, our analysis and findings show that our mean gender pay gap shows that women earn 21.7% less than men, with the median difference being 39.9%

However, the MAT is confident that this gender pay gap is not a result of paying men and women differently for work of equal value, but rather from the distribution of roles between our male and female employees. For example, lower paid and part time roles attract more women applicants, this is typical of establishments throughout the educational sector. It is also worth mentioning that at the snapshot date of 31st March 2020 that the perceived increase in the gender pay gap from 2019 is expected and reflective in a change in the workforce during the past 12 months, with an increase in female support staff (who are typically lower paid than teaching staff) and the top earning salary changing from a female (in 2019) to a male in 2020.

Quartile Bandings for The Four Stones MAT:

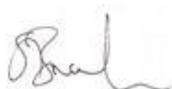
Quartile	Females % quartile	Males % quartile
Lower	80	20
Lower Middle	78	22
Upper Middle	71	29
Upper	49	51

The composition of the workforce in the education sector is reflected in the quartile distribution of the male and female staff by hourly rate. In our lower and middle quartiles, most staff are female. A larger proportion of our male employees are in the upper quartile. Many of the lower paid staff / roles are for cleaning, lunchtime supervision, general administration and classroom support and typically attract female applicants only, as these offer part time employment during term time. It is important to stress however that all applicants to these positions, whether male or female are considered and paid equally for the roles that they undertake. However, our recruitment to these roles reflects the national position. It is also worth noting that in the upper quartile the gender split is almost equal reflecting an equal split of the higher paid roles within the workforce between males and females.

Declaration

We confirm that the gender pay gap calculations are accurate and meet the requirements of the Equality Act 2020 (Gender Pay Gap Information Regulations 2017)

Signed:



Stephen Brownlow
Chief Executive Officer

Date: 22nd March 2021



Susan Fowler
Chair of Trust Board

Date: 22nd March 2021