

## Gender Pay Gap report for John Taylor Multi Academy Trust – March 2017



John Taylor Multi Academy Trust (JTMAT) is required by law to carry out gender pay gap reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involved carrying out 6 calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual colleagues' employee data.

We are required to publish the results on our Trust website and also on the government website within one year of our snapshot date (March 2017):

<https://gender-pay-gap.service.gov.uk/Viewing/search-results>, where the results from other organisations can be view also.

We can use these results to assess the levels of gender equality in the Trust, in relation to the pay balance of male and female employees at different levels. This is the first time we have been required to publish this information. We expect to be asked to do this annually so we will be able to see trends emerging.

Gender pay reporting requires us to undertake calculations based on colleague gender and their pay during March 2017. We have done this by using our payroll records for the period, following the approach to reporting set out in the government guidance provided.

Average difference in mean hourly rate of pay	19.93%
Average difference in the median hourly rate of pay	39.66%
Average difference in mean bonus pay	0%
Average difference in median bonus pay	0%

	Male	Female
Percentage of employees who received bonus pay	0%	0%

<u>The Percentage of Employees by Pay Quartile</u>	Male	Female
Upper Quartile	36.17%	63.83%
Upper Middle Quartile	21.51%	78.49%
Lower Middle Quartile	13.98%	86.02%
Lower Quartile	26.88%	73.12%

Number of Employees within the organisation	373
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## Narrative

The average mean hourly rate of pay difference shows that females are paid 20% less than males. As with most educational organisations John Taylor Multi Academy Trust employs more female full pay relevant employees than male.

We believe that men and women are paid equally for doing equivalent jobs across the Trust. JTMAT is a relatively young multi academy trust and has inherited staff and pay structures of its constituent academies at the point of transfer. The Trust's pay scales for teaching staff are aligned to the Teachers' Pay and Conditions document and for support staff to NJC pay scales.

JTMAT did not pay any bonuses in the reporting period. However, it is clear from the quartile information below that we employ more women in higher paid roles (Senior and Middle leaders and mostly full-time) and substantially fewer men in the lowest paid roles (teaching assistants, admin, lunchtime supervisors etc) many of which are part-time.