



Gender Pay Gap Data – March 2021

	31 March 2021	31 March 2020
Average difference in mean hourly rate of pay	24.93%	25.55%
Average difference in the median hourly rate of pay	45.87%	53.67%
Average difference in mean bonus pay	0%	0%
Average difference in median bonus pay	0%	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	33.50%	66.50%
Upper Middle Quartile	20.50%	79.50%
Lower Middle Quartile	11.50%	88.50%
Lower Quartile	12.44%	87.56%

Number of Employees within the organisation	801
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The average mean hourly rate of pay difference shows that females are paid 24.93% (March 2020 25.55%) less than males. As with most educational organisations John Taylor Multi Academy Trust employs more female full pay relevant employees than male (645 female, 156 male).

Roles which are predominantly paid in the lower 2 quartiles consist of site staff, librarians, lunchtime supervisors, teaching assistants, technicians and office administration staff. Teachers and the Central Trust team are predominantly paid in the upper 2 quartiles.

Of the female employees 45% are teachers or Central Trust staff with 20% in the upper quartile and 25% in the upper middle quartile. The remaining 55% relate to lower paid support roles split equally between the lower and lower middle quartiles.

Of the male employees 69% are teachers or Central Trust staff with 43% of these are in the upper quartile and 26% in the upper middle quartile. The remaining 31% relate to lower paid support roles split equally between the lower and lower middle quartiles.

Although the Trust employs a larger percentage of females to males, the lower paid roles tend to be filled predominantly by females which has the effect of reducing the average hourly rate for females. Male employees tend to be in higher paid roles which increases their average hourly rate.

49% (390) of employees are teachers and 24% (192) are teaching assistants. By focusing the genderpay comparison on these 2 roles gives a mean genderpay gap of 6.50% for teachers (excluding central trust employees) and 2.54% for teaching assistants, showing a greater pay equality in these roles.

At John Taylor Multi Academy Trust teachers' pay follows the nationally agreed guidelines whilst support staff job roles are evaluated by an independent third party body using NJC job evaluation rules and placed within a designated pay band.