



Gender Pay Gap Data – March 2022

	31 March 2022	31 March 2021
Average difference in mean hourly rate of pay	22.76%	24.93%
Average difference in the median hourly rate of pay	46.79%	45.87%
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	33.65%	66.35%
Upper Middle Quartile	21.90%	78.10%
Lower Middle Quartile	15.24%	84.76%
Lower Quartile	13.81%	86.19%

Number of Employees within the organisation	841
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The average mean hourly rate of pay difference shows that females are paid 22.76% less than males (March 2021 24.93%). As with most educational organisations John Taylor Multi Academy Trust employs more female full pay relevant employees than male (663 female, 178 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 46% are teachers or Central Trust staff with 21% in the upper quartile and 25% in the upper middle quartile. The remaining 54% relate to lower paid support roles split equally between the lower and lower middle quartiles.

Of the male employees 66% are teachers or Central Trust staff with 40% of these are in the upper quartile and 26% in the upper middle quartile. The remaining 34% 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 apply for higher paid roles which increases their average hourly rate.

49% (408) of employees are teachers and 23% (191) are teaching assistants. By focusing the gender pay comparison on these 2 roles gives a mean gender pay gap of 7.2% for teachers (excluding central trust employees) and 0.72% for teaching assistants, showing a greater pay equality in these roles.

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.

However, we recognise that there is more to be done to address the Gender Pay gap and we are working toward this in the following ways:

- Maximising the use of the Apprenticeship Levy to encourage entry into all roles, as well as offering professional development through the levy to encourage applications for roles.
- Raising awareness of family-friendly and flexible working options when recruiting
- Developing case studies focusing on male and female employees in particular roles to encourage applications from different genders and groups.
- Creation of a support staff professional development pathway to provide everyone with the opportunities to progress to more roles with greater responsibility.