



Gender Pay Gap Report

Author: KB
Published: October 2021
Approved: September 2021

Summary

Delta Academies Trust (the Trust) is required to report under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, the gender pay gap for the organisation. The regulation covers all employers with more than 250 employees.

Employers have to publish the mean and median gender pay gaps; the mean and median gender bonus gaps; the proportion of men and women who received bonuses.

(Median = pay per hour based on the person in the middle of the distribution, Mean = Average hourly salary)

In addition, employers have to disclose the distribution of gender by pay quartile – in other words splitting the workforce into four groups based on their pay and then calculating the proportion of men and women in each group.

The gender pay gap shows the difference in the average pay between all men and women in a workforce. The gender pay gap is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.

This data will allow the Trust to assess the level of gender pay equality across the organisation.

The Trust is required to publish the results on its website and on the government website. We can confirm that no disclosures will contain data about individual employees. See the link below to government website:

<https://gender-pay-gap.service.gov.uk/viewing/search-results>

The Trust is committed to ensuring our workforce is representative of the community it serves. We want to attract and retain talented employees from a wide range of backgrounds and with diverse skills and experience to operate as effectively as possible.

The Trust use pay scales based on School Teachers Pay and Conditions (MPR, UPR and Leadership) and the National Joint Council (NJC) pay points for Support staff across the Trust. The Trust has adopted the recommended pay increases for both Teachers (September 2019) and Support staff (April 2019).

The Trust believes that all employees, men and women, are paid an equivalent salary for performing the same job/role. We do not have any variations between female and male pay for performing the same role.

Delta Academies Trust employs, as at 31 March 2020, 3,648 full pay relevant employees, of which 20.0% (2019 – 20.6%) were men and 80.0% (2019 – 79.4%) were women.

The pay quartiles below, show that 624 (68.4%) of the staff employed in the top pay quartile are women and within the upper middle quarter this trend continues with 77.9% being women. Therefore in March 2020, within the top two pay quartiles we employed 72.6% women. This is an increase on the previous year of nearly 2%.

This trend is also seen amongst the Trust Leadership Team and Senior Leadership Teams at our academies with 61% being female to 39% male.

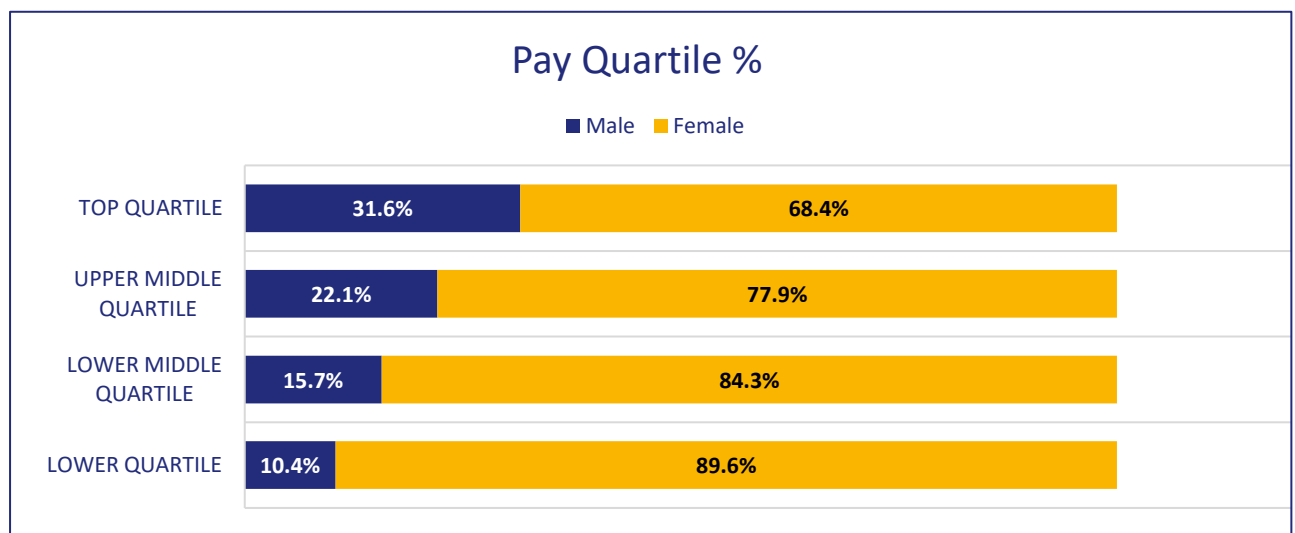
Opportunities are open to all staff as shown by the percentage of women in the top half of all pay scales.

Employment opportunities within the lower pay quartile are open to both men and women, but due to the nature of these support roles - Teaching Assistants, Catering staff, Cleaners and Lunchtime supervisors – where these roles are often part time/term time only – are historically applied for by women.

Pay Quartiles

The table below reflects the number (percentage) of men and women in each pay quartile when we order hourly rates of pay in order.

Quartile	Men	Women
Top Quartile	2020 - 288 (31.6%) 2019 - 268 (32.5%)	2020 - 624 (68.4%) 2019 - 557 (67.6%)
Upper Middle Quartile	2020 - 202 (22.1%) 2019 - 210 (26.8%)	2020 - 710 (77.9%) 2019 - 616 (74.6%)
Lower Middle Quartile	2020 - 143 (15.7%) 2019 - 124 (15.0%)	2020 - 769 (84.3%) 2019 - 702 (85.0%)
Lower Quartile	2020 - 95 (10.4%) 2019 - 79 (9.6%)	2020 - 817 (89.6%) 2019 - 747 (90.4%)



Pay and Bonus Gap

Delta Academies Trust do not pay bonuses and therefore the 3 statutory calculations in relation to this area; Median Gender Pay Bonus gap, Mean Gender Pay Bonus Gap and the proportion of male and females receiving bonuses are not applicable.

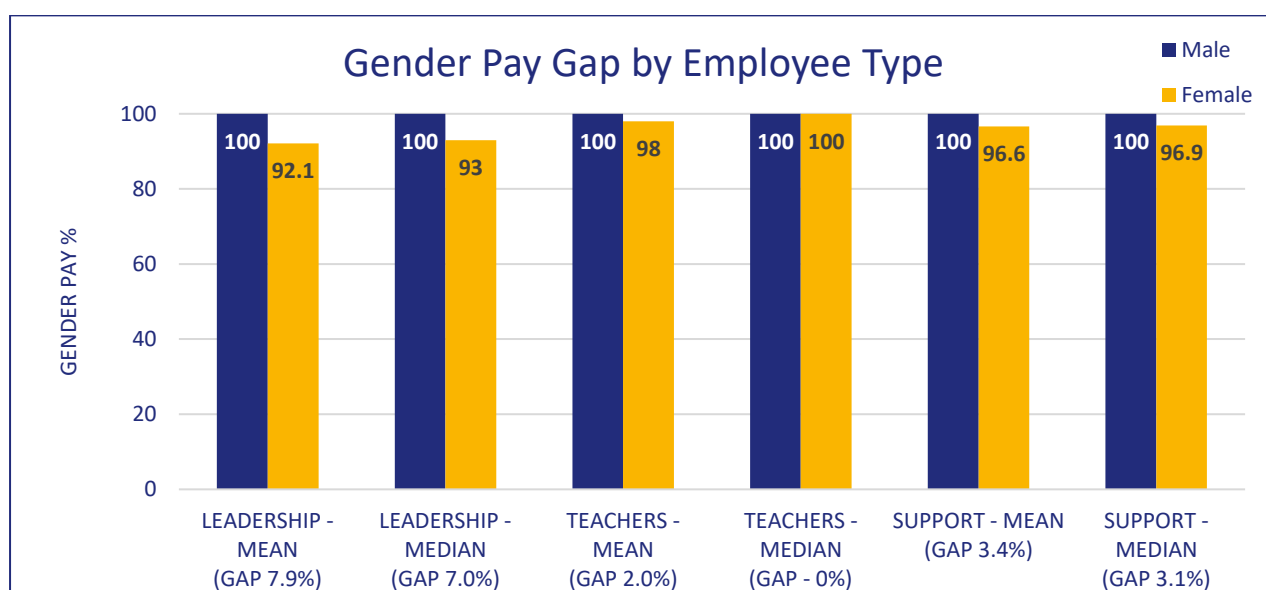
Mean and Median Gaps

The overall mean and median pay gap between men and women, based on a snapshot of data at the 31 March 2020, were as follows:

Mean: 26.2% (2019 – 23.3%)

Median: 45.1% (2019 – 46.8%)

The overall mean and median ranges for the Trust, do not accurately reflect the gender pay equality within Delta Academies Trust this is due to the different pay scales agreed nationally for both Leadership, Teachers and Support staff. We have therefore, provided the mean and median calculations for both Leadership, Teachers and Support staff separately as we believe this more accurately reflects the Gender Pay Gap for the Trust.



The above additional analysis shows that the mean and median gaps are significantly reduced for both Teachers and Support staff.

The leadership gap includes leaders working within our secondary and primary academies. When analysing these as separate groups you get the following results, which show significant reductions in the gaps.

Leadership	Mean Pay Gap	Median Pay Gap
Secondary	1%	(2%)
Primary	(6%)	0%

The existing pay gaps do not indicate that men and women are being paid differently for equal work, but as the data shows, there is a higher proportion of men within more senior roles within the central team and more women within higher paid roles within the primary academies. The secondary academies show a minimal differential between men and women in senior roles.

Summary

Delta Academies Trust will continue to be committed to closing the Gender Pay Gap and to achieving a working and learning environment, which provides equality of opportunity. The Trust will continue to ensure that recruitment, promotion, training, development, assessment, pay, terms, and conditions of employment are determined based on capability, qualifications, experience, skills, and productivity, ensuring a fair open and transparent process at all levels.

*Paul Tarn
Chief Executive Officer
Delta Academies Trust*
