



Gender Pay Report November 2023



Gender Pay Gap Report

Attigo Academy Trust is required by law to carry out gender pay gap reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out six calculations that show the difference between the average earnings of men & women in our organisation, but does not involve publishing individual colleagues' data.

We are required to publish the results on our own website and to a government website <https://gender-pay-gap.service.gov.uk/> where the results from other organisations can also be viewed.

Data Used

The data below shows the gender pay gap that exists within Attigo Academy Trust based on the hourly rates of pay for all employees as of 31st March 2023 and bonuses paid in the 12 months to 31 March 2023. We have compiled these figures using our existing payroll records, and following the approach for reporting set out in government guidance. We can use these results to assess the levels of gender equality in the Trust, in relation to pay, and the balance of male and female employees at different levels.

Attigo Academy Trust payroll data as at March 2023

	March 2020	March 2021	March 2022	March 2023
Female Employees	230 (89.2%)	224 (88.5%)	227 (89%)	210 (88%)
Male Employees	28 (10.8%)	29 (11.5%)	28 (11%)	28 (11%)
Total Employees	258 (100%)	253 (100%)	255 (100%)	238 (100%)

Mean and Median Hourly Rate

	March 2020	March 2021	March 2022	March 2023
Women's mean hourly rate is	£28.04	£28.29	£28.57	
Men's mean hourly rate is	£32.79	£34.04	£34.41	
Mean gender pay gap is	14.49%	16.89%	16.97%	
Women's median hourly rate is	£17.20	£18.94	£19.15	
Men's median hourly rate is	£32.41	£34.24	£32.41	
Median gender pay gap is	46.93%	44.68%	40.91%	

Bonus Pay

There are no bonus pay schemes available at Attigo Academy Trust and so the bonus pay gap is not applicable.

Difference in mean bonus pay is nil

Difference in median bonus pay is nil

Percentage of male employees who received a bonus is nil

Percentage of female employees who received a bonus is nil

Percentage of Males and Females in each Quartile

	% of Females March 21	% of Males March 21	% of Females March 22	% of Males March 22	% of Females March 23	% of Males March 23
Upper Hourly Pay Quartile	84.1%	15.9%	85.9%	14.1%		
Upper Middle Hourly Pay Quartile	84.1%	15.9%	84.3%	15.7%		
Lower Middle Hourly Pay Quartile	90.5%	9.5%	90.6%	9.4%		
Lower Hourly Pay Quartile	95.3%	4.7%	95.3%	4.7%		

Conclusion

The findings for 2022 show that the mean hourly rate of pay for female employees was 16.97% lower than male employees. Females are the dominant workforce across all four of the pay quartiles and they make up over 84% of the upper pay and upper middle pay quartile demonstrating our commitment to ensuring a healthy representation of females within middle and senior leadership roles. As a trust we believe that the pay gap is predominantly due to a larger proportion of females than males within the lower and lower middle quartiles. It should be noted that whilst we encourage males to apply for roles that fall within the lower pay quartiles, many of these roles remain stereotypically attractive to a larger number of female applicants. The trust also believes that by ensuring that all roles are paid at the National London Living Wage this will assist in closing the gap within the lower pay quartiles.

For clarification, gender pay is not the same as equal pay. Equal pay is about ensuring that people have the same pay, or range of pay, for work deemed of equal value. We are confident that the trust's remaining gender pay gap is not an equal pay issue as our approach to pay is gender neutral and we have in place job evaluation structures to ensure there is pay uniformity across the trust. We use pay scales based on the School Teachers Pay and Conditions Document and for non-teaching staff we use pay scales set by the Nation Joint Council. All job descriptions are evaluated by an independent contractor.

Actions:

Attigo Academy Trust is dedicated to closing the gender pay gap and recognises that this is just part of an ongoing commitment to the active promotion of equality and diversity within the education based workforce. The trust can assist with this by:

- Ensuring all job roles are advertised to eliminate any potential for gender bias
- Appointing the best candidate into the role, regardless of their gender or other factors covered by the Equality Act.
- Using structured interviews for recruitment and promotions as unstructured interviews are more likely to allow unfair bias to creep in and influence decisions.
- Asking exactly the same questions of all candidates in a predetermined order and format
- Grading the responses using pre-specified, standardised criteria. This makes the responses comparable and reduces the impact of unconscious bias
- Using skill-based assessment tasks in recruitment to assess their suitability for the role where possible rather than relying only on interviews.
- Standardising the tasks and how they are scored to ensure fairness across candidates
- Communicating the salary range on offer for a role to encourage women to negotiate their salary. This helps the applicant know what they can reasonably expect.

Declaration:

We can confirm that the above information has been calculated using payroll data on the snapshot date of 31 March 2023 and fairly reflects the gender pay gap for Attigo Academy Trust.