

## Gender Pay Gap

Nunthorpe Multi-Academy Trust is an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Nunthorpe Multi-Academy Trust is an equal opportunities employer, and believes in the fair treatment of all staff, irrespective of gender. The Trust employs 354 staff, across two academies.

All of our roles are advertised with no gender bias, and we always recruit the best person for the job, regardless of gender.

258 staff (73%) are female and 96 are male (27%). We are a flexible employer and a number of our employees take up this flexibility, working on a part time basis.

### **Difference in mean and median hourly rate of pay**

	<b>Mean hourly pay</b>	<b>Median hourly pay</b>
Pay Gap % difference (male to female)	22.6%	45.8%

**No bonuses were paid to any member of staff for the reporting period.**

We use pay scales for teaching staff that are aligned to the School Teachers Pay and Conditions document (STPCD), which is reviewed on an annual basis. For non-teaching support staff, we use pay scales set by the NJC (National Joint Council for Local Government Services). Staff move through the pay scales for their grade based upon a robust performance management process, meaning that earnings are based on performance outcomes, irrespective of gender.

### **Breakdown of gender pay across Nunthorpe Multi-Academy Trust:**

Teaching staff: 174 teaching members of staff. 114 (66%) are female and 60 (34%) are male.

Support staff: 180 support members of staff. 144 (80%) are female and 36 (20%) are male.

	<b>Lower Quartile</b>	<b>Middle Lower Quartile</b>	<b>Middle Upper Quartile</b>	<b>Upper Quartile</b>
<b>Female</b>	83.1%	76.1%	71.9%	60.2%
<b>Male</b>	16.9%	23.9%	28.1%	39.8%

In reviewing our data, we have a high proportion of females (80%) in the Lower and Middle Lower Quartiles, which reduces to 66% in the Middle Upper and Upper Quartiles.

80% of our support staff are female and occupy roles with grades that sit in the two lower quartiles.

73% of all staff employed across the Trust are female and as a result, these outcomes are reflective of the imbalance of the male to female gender imbalance of our organisation.

The Senior Leadership Team across the Trust comprises of 53% female and 47% male Employees.



Lee Brown  
Executive Principal and Accounting Officer

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