

Gender Pay Gap Report 2019

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 through our transparent recruitment processes, pay policy and professional development.

All of our roles are advertised with no gender bias, and we always recruit the best person for the job, regardless of gender. The Trust has introduced a shortlisting process which will remove personal information. The shortlisting panel assess each candidate equally against essential criteria identified within the post profile. The Trust always use a process of structured interviews which are consistent and fair for all candidates and communicate clearly the salary range for each post.

At the time of the survey (31st March 2019), The Trust employs 334 staff, across two academies.

228 staff (68%) are female and 106 are male (32%). We are a supportive employer demonstrate this via a number of family friendly HR policies, such as (but not limited to) Flexible working, sabbaticals and Parental leave.

It should be noted that the gender pay gap is not the same thing as the provision of Equal Pay for work of Equal Value. Male and Female employees are paid the same for like work (subject to contractual factors including transfer of undertakings from previous employment in the education maintained sector).

Difference in mean and median hourly rate of pay

	Mean hourly pay	Median hourly pay
Pay Gap % difference (male to female)	13.3%	49.7%

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: 187 teaching members of staff. 115 (62%) are female and 72 (38%) are male.
 Support staff: 147 support members of staff. 113 (77%) are female and 34 (23%) are male.

	Lower Quartile	Middle Lower Quartile	Middle Upper Quartile	Upper Quartile
Female	79.5%	67.9%	66.3%	59.5%
Male	20.5%	32.1%	33.7%	40.5%

In reviewing our data, we have a high proportion of females in the Lower and Middle Lower Quartiles. 77% of our support staff are female and mainly occupy roles with grades that sit the two lower quartiles.

68% 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 overall gender pay gap therefore reflects workforce composition rather than the pay inequalities.

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

I can confirm the above information has been prepared from our payroll data on the snapshot date and fairly represents the Gender Pay information for Nunthorpe Multi Academy Trust.



Lee Brown
Executive Principal and Accounting Officer
March 2019