

# Report on Gender Pay Gap

The gender pay gap, a measure of the average difference in earnings between men and women, is a critical indicator reflecting broader issues of workplace equity. Reporting on the gender pay gap is essential for promoting transparency, identifying areas of inequity, and fostering a commitment to workplace inclusivity.

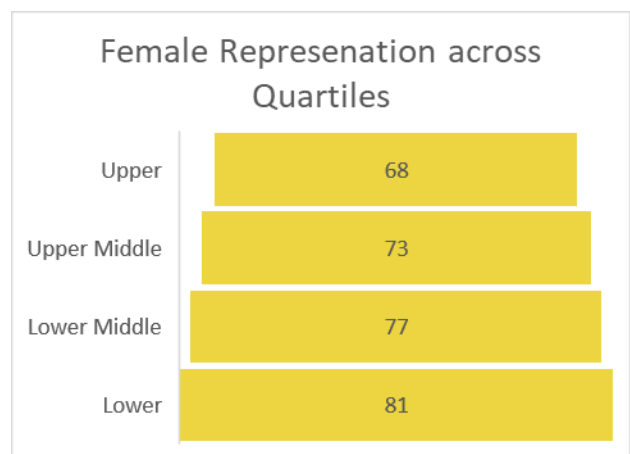
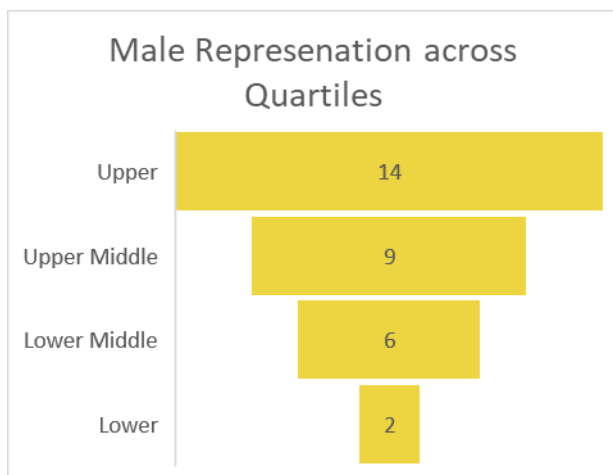
This report presents an analysis of Cheshire Academies Trust’s gender pay gap, incorporating data from the snapshot date of the 31<sup>st</sup> March 2023.

## **Workforce Composition:**

In the trust, at the time of the snapshot, there were 330 roles across 266 members of staff. For the purposes of the analysis below we have looked at roles rather than staff.

## **Quartile Distribution:**

Quartile	Male	Female	Total
Upper	14 <b>17.1%</b>	68 <b>82.9%</b>	82
Upper Middle	9 <b>11.0%</b>	73 <b>89.0%</b>	82
Lower Middle	6 <b>7.2%</b>	77 <b>92.8%</b>	82
Lower	2 <b>2.4%</b>	81 <b>97.6%</b>	83
<b>Total Roles</b>	<b>31</b>	<b>299</b>	<b>330</b>
<b>Roles by Percentage of Workforce</b>	<b>9.4%</b>	<b>90.6%</b>	<b>100%</b>



The above graphs show that in Cheshire Academies Trust, males are over-represented in the upper and upper-middle quartiles, with 74% of male staff being in those higher brackets, whilst for females the distribution is much more even, with 47% belonging to those higher brackets.

### **Hourly Pay:**

In Cheshire Academies Trust, all roles are aligned to agreed pay scales so that men and women receive equal pay for equal roles. For support staff, progress up the pay scale is determined by length of service and for teachers, progress up the scale is performance based.

### **Mean Gender Pay Gap:**

The mean, often referred to as the average, is calculated by summing up all individual hourly pay rates and then dividing the total by the number of employees. In the context of gender pay gap reporting, the mean hourly pay is sensitive to extreme values, such as exceptionally high or low salaries. Therefore, if a small number of employees have significantly higher or lower pay rates, the mean can be influenced, potentially skewing the overall picture.

In this gender pay gap report, the mean hourly pay for males is £20.61, while for females, it is £15.13. The resulting mean gender pay gap is £5.48, or 26.59%. This figure represents the average difference in hourly pay rates between male and female employees. This 26.59% pay gap means that on average across the trust, for every £1 a male earns, a female earns £0.73.

### **Median Gender Pay Gap:**

The median is the middle value in a dataset when all values are arranged in ascending order. It is less affected by extreme values and provides a clearer representation of the central tendency of the data. In the context of gender pay gap reporting, the median hourly pay is a robust measure that helps account for potential outliers.

In this gender pay gap report, the median hourly pay for males is £18.14, while for females, it is £11.38. The resulting median gender pay gap is £6.76, or 37.27%. This figure represents the middle point of hourly pay rates, highlighting the wage that separates the higher half from the lower half of the workforce. This 37.27% pay gap means that for every £1 a male earns; a female earns £0.63.

### **Bonus Pay:**

No bonus pay was reported during the period.

## **Conclusion**

The analysis of Cheshire Academies Trust's gender pay gap provides valuable insights that underscore the importance of ongoing efforts to achieve workplace equity.

The data shows that men are under-represented across the trust but are over-represented in the upper and upper-middle pay brackets.

A limitation of this dataset is that the total number of staff across Cheshire Academies Trust is quite small. Whilst there are over 300 staff across the trust, only 31 are male. This means that any outlier in male pay is amplified greatly. It is also true to say that there are a larger number of female employees in lower paid roles versus a smaller number of male employees in higher paid roles which can also have an impact on the data.

Moving forward, the commitment to equality should include fostering diversity in recruitment, breaking down barriers to career progression, and implementing targeted initiatives for pay equity. This report serves as a foundational step in the Trust's ongoing efforts to cultivate a workplace characterized by fairness, inclusivity, and gender equality.