

## GENDER PAY GAP REPORT

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, and as an employer with over 250 employees, Archway Learning Trust is required to measure and report on the gender pay gap in the organization. The Trust is a public body and has a data capture date of 31<sup>st</sup> March in each year.

As at 31<sup>st</sup> March 2018 Archway Learning Trust included 5 academies – 4 secondary and 1 primary following the growth of the Trust from the previous reporting period. This Gender Pay Gap report is based on data as at 31<sup>st</sup> March 2018. At that time the Trust employed 641 staff, of which 442 were female and 199 were male.

We have carried out calculations as per the Regulations that show the difference between the average earnings of men and women in our organization. The results for the statutory calculations are:

1. **The Mean Gender Pay Gap**

The difference between the mean hourly rate of pay that male and female full pay relevant employees receive is 10.00%. The mean national average pay gap is 17.1%.

2. **The Median Gender Pay Gap**

The difference between the median hourly rate of pay that male and female full pay relevant employees receive is 9.9%. The median national pay gap is 17.9%.

The Trust has not paid any bonus payments over the period 1<sup>st</sup> April 2017 to 31<sup>st</sup> March 2018 and therefore there is no requirement to report on the measures related to bonus payments.

The proportion of males and females in each quarter pay band:

	Males 2018	Males 2017	Females 2018	Females 2017
<b>Upper Pay Band</b>	37.26%	33.9%	62.73%	66.1%
<b>Mid Upper Pay Band</b>	34.37%	30.6%	65.62%	69.4%
<b>Mid Lower Pay Band</b>	31.25%	35.5%	68.75%	64.5%
<b>Lower Pay Band</b>	21.25%	24.0%	78.75%	76.4%

### Supporting Statement and Narrative

Archway Learning Trust operates as an equal opportunities employer, and does not discriminate in any way (as defined by the Equalities Act 2010 and other relevant legislation), regarding recruitment, performance management or any other staffing related matters.

All our posts are linked to the nationally agreed pay spines and we ensure that our job evaluation and performance review processes are effectively implemented and monitored to ensure consistency and avoid gender bias.

We recognise that our gender pay gap is positive but note that it is significantly lower than the national average. We are passionate about equality and inclusion and thus strive to create flexible opportunities for all staff focusing on quality CPD and career development opportunities.

During this reporting period we have continued to have a high proportion of females in the upper pay band and we continue to strive to reduce the divided labour market of women making up a significant proportion of our lower paid roles. We encourage staff to apply for flexible working and welcome applications from part time candidates at all levels of roles where possible to encourage gender balance.

These results will be used to assess:

- the levels of gender equality in our workplace;
- the balance of male and female employees at different levels;
- how effectively talent is being maximized and rewarded

Sian Hampton, CEO, March 2019