



## Gender Pay Gap Report – 2018/2019

### 1.0 Introduction

From April 2017, all organisations that employ over 250 employees are required to report annually their gender pay gap<sup>1</sup>. The gender pay gap is defined as the differences in the average earnings of men and women over a standard period of time, regardless of their role seniority.

### 2.0 Context

Within Blackpool Multi Academy Trust employees are remunerated according to set pay scales; posts are regularly reviewed and agreed by employee representatives through a formal job evaluation system.

The Trust is committed to eliminating discrimination and encouraging equality and diversity in our workforce.

The gender pay gap is a measure of any disparity in pay between the average earnings of male and females.

This analysis looks at the gender pay differences within the Trust, focusing on the overall pay difference between the male and female workforce. This figure is significantly affected by the employment of more females so it also looks deeper into pay to determine if there are any true pay inequalities across the workforce. **A positive pay gap** indicates that men are paid more; **a negative pay gap** indicates that women are paid more.

### What are we required to report?

Mean gender pay gap	The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
Median gender pay gap	The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
Mean Bonus Gap	The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees
Median Bonus Gap	The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees
Quartile pay bands	The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands

The overall gender pay gap is defined as the difference between the median (actual midpoint) or mean (average) basic annual earnings of men and women expressed as a percentage of the median or mean basic annual earnings of men.

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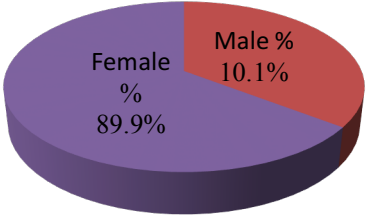
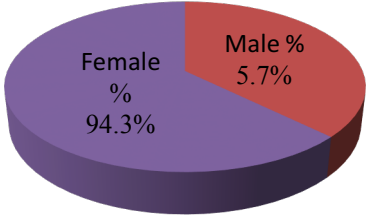
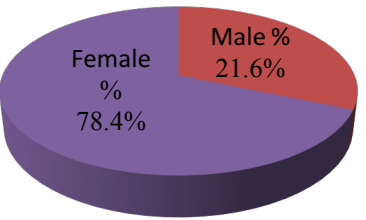
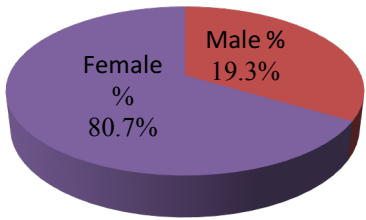
<sup>1</sup> Under the Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

### 3.0 Data

#### Blackpool Multi Academy Trust Pay Gap - Based on a snap shot date of 31<sup>st</sup> March 2018.

Given the differing terms and conditions of teaching and non-teaching staff we are publishing separate data sets for the mean and median gender pay gap for these groups of staff.

1	Mean Pay Gap	Overall = 26.42% Teaching staff = 22.42% Non-Teaching staff = 6.85%
2	Median Pay Gap	Overall = 21.08% Teaching staff = 11.13% Non-Teaching staff = 12.88%
3	Mean bonus gender pay gap	Blackpool Multi Academy Trust <b>does</b> not operate any bonus scheme and therefore has no bonus gender pay gap.
4	Median bonus gender pay gap	
5	Proportion of males /females receiving a bonus payment	

6	Proportion of males and females in each quartile pay band													
	<p style="text-align: center;"><b>Quartile 1 - Lowest</b></p>  <table border="1" data-bbox="252 300 619 517"> <thead> <tr> <th>Gender</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Female</td> <td>89.9%</td> </tr> <tr> <td>Male</td> <td>10.1%</td> </tr> </tbody> </table>	Gender	Percentage	Female	89.9%	Male	10.1%	<p style="text-align: center;"><b>Quartile 2</b></p>  <table border="1" data-bbox="906 300 1273 517"> <thead> <tr> <th>Gender</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Female</td> <td>94.3%</td> </tr> <tr> <td>Male</td> <td>5.7%</td> </tr> </tbody> </table>	Gender	Percentage	Female	94.3%	Male	5.7%
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	<p style="text-align: center;"><b>Quartile 3</b></p>  <table border="1" data-bbox="252 792 619 1010"> <thead> <tr> <th>Gender</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Female</td> <td>78.4%</td> </tr> <tr> <td>Male</td> <td>21.6%</td> </tr> </tbody> </table>	Gender	Percentage	Female	78.4%	Male	21.6%	<p style="text-align: center;"><b>Quartile 4 - Highest</b></p>  <table border="1" data-bbox="906 792 1273 1010"> <thead> <tr> <th>Gender</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Female</td> <td>80.7%</td> </tr> <tr> <td>Male</td> <td>19.3%</td> </tr> </tbody> </table>	Gender	Percentage	Female	80.7%	Male	19.3%
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#### 4.0 Findings

Blackpool Multi Academy Trust use pay scales for all teachers that are aligned to the School Teachers Pay and Conditions document, which is reviewed on an annual basis. For non-teaching staff pay scales are set by the NJC (National Joint Council for Local Government Services) and a process of job evaluation implemented by the Local Authority is used, which is regularly reviewed and benchmarked on a national and local basis to ensure that pay correctly reflects the value and complexity of the work undertaken. Staff move through the pay scales for their grade based on performance in role, meaning earnings are based on performance outcome irrespective of their gender.

In our quartiles there is a higher proportion of women in all of the quartiles, which illustrates that the overall pay gap is a result of a higher number of women employed at the majority of grades across the Trust. It also illustrates that there are more male employees at the higher grades across the Trust, but this is reflective of the actual number of male employees in these particular areas (eg Senior Leadership) which is vastly less than the number of female employees across the Trust (also at Senior Leadership level).

The overall gender pay gap therefore reflects the workforce composition rather than pay inequalities. Male and female staff at the Blackpool Multi Academy Trust are treated equally on appointment and throughout their careers.

The Trust seeks to maximise opportunities for all employees, regardless of gender, through inclusive flexible working policy and recruitment processes which apply at all organisational levels. Increases to the Living Wage will also narrow any pay differentials in time.

### **5.0 Actions as a result**

Whilst understanding that these issues face all companies and the education sector in particular, the Trust recognises its responsibilities and will continue to:

- Encourage male employees to apply for support roles, and ensure they are not discouraged in their applications.
- Ensure all job roles are advertised to eliminate the potential for gender bias and to provide opportunities for female employees to progress through the grades appropriately.

### **6.0 Agreement**

I confirm that Blackpool Multi Academy Trust is committed to the principle of gender pay equality and has prepared its 2018 gender pay gap results in line with mandatory requirements.

Signed:

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**Publication Date :**

