

Gender Pay Gap 2019 – Nicholas Postgate Catholic Academy Trust

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

Under the Regulations there is a requirement to report on the following 6 measures:

- The difference in the mean pay of full pay men and women expressed as a percentage
- The difference in median pay of full pay men and women expressed as a percentage
- The difference in mean bonus pay of full pay men and women expressed as a percentage
- The difference in median bonus pay of men and women expressed as a percentage
- The proportion of men and women who received bonus pay and
- The proportion of full pay men and women in each of four quartile bands

The Trust has not paid any bonus payments over the period 1 April 2018 to 31 March 2019 and therefore there is no requirement to report on measure 3, 4 and 5 above.

Mean (average) Gender Pay Gap 18.4%

Median (midpoint) Gender pay Gap 24.5%

The proportion of female and male staff in each of the quartiles is as follows

Quartile	Female	Male
Upper	74.5%	25.5%
Upper Middle	84.3%	15.7%
Lower Middle	96.1%	3.9%
Lower	92.7%	7.3%

Context of our Trust:

- Nicholas Postgate Catholic Academy Trust is a public sector organisation and exempt charity with 4 secondary and 21 primary schools at the statutory reporting date.
- Our results are reflective of the wider education sector's workforce characteristics, with a high proportion of female employees, in part due to being parents with the primary responsibility for childcare who are attracted to school working hours.
- All jobs are fairly recruited to and evaluated to ensure there is equal pay for work of equal value.
- Our Trust pays staff according to nationally negotiated pay scales for both teachers and support staff.
- 4 out of 7 posts within the Trust's Executive Leadership Team are held by females.

Our Trust will use this initial report to provide a baseline for comparisons in future years and Trustees will review all possible areas of action in an attempt to improve the gap as reported above for 2019 and in line with guidance from the Equality and Human Rights Commission.