



Gender Pay Gap Report

Consilium Academies is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

At the snapshot date of 31st March 2020, the Trust had 662 employees who count as full pay relevant employees (the definition used for reporting gender pay). There were 462 females (70%) and 200 males (30%).

The overall gender pay gap is defined as the difference between the mean (average) or median (actual midpoint) hourly rate of pay of male and female employees. These figures are provided in the table below.

	%	
Mean gender pay gap in hourly pay	17.66	
Median gender pay gap in hourly pay	25.10	
Mean bonus gender pay gap	N/A	
Median bonus gender pay gap	N/A	
Proportion of males and females receiving a bonus payment	N/A	
Proportion of male and female employees in each quartile		
Quartile	Male	Female
Upper Quartile	39%	61%
Upper Middle Quartile	34%	66%
Lower Middle Quartile	31%	69%
Lower Quartile	18%	82%

We confirm that the data reported is accurate and has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

As a Trust we employ significantly more support staff than teaching staff and acknowledge these staff play a vital part in the effective operation of our academies. Many support staff roles are part-time, termtime only, and mainly filled by female workers who seek the flexibility of working in a school to fit with family and work life balance. However, women are also in the majority in higher paid roles such as teachers, leadership, headteachers and central support teams.

Pay scales for both teachers and support staff are set at Trust level and not at school level. We commit to positively recruit to all positions and remove any gender bias. We have taken steps to align all pay grades across the Trust through the use of role evaluations, resulting in parity in each role across all of our schools.

The 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 and employee career development opportunities.

David Clayton
Chief Executive Officer, Consilium Academies