



Ninestiles Academy Trust
Gender Pay Gap Reporting
2017/2018

In April 2017, the government introduced new legislation which require organisations employing 250 or more employees to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The data provided in this report is taken from a snapshot as at 31 March 2017, and we are required to publish the details on our own website and also on the government website, using 6 different calculations (as stated below). The calculations will show the difference between the average earnings of men and women in our organisation but does not involve publishing individual employee data.

The Academy Trust has a total of seven schools, and this reports provides data on those employees who are employed under a contract of employment, excluding those staff who are on maternity leave; paternity leave; unpaid leave; long term sickness absence and agency staff.

At the point of our snapshot data collection, there were a total of 649 full-pay relevant employees; 75% female and 25% male.

Hourly rate

Women’s hourly rate is:

21.1%	24.0%
Lower	Lower
(Mean)	(Median)

Bonus payments

Women’s bonus pay is:

100%	100%
Higher	Higher
(Mean)	(Median)

Who received a bonus payment:

0%	0.8%
Men	Women

Pay quartiles:

Upper quartile	Men	40%
	Women	60%
Upper middle quartile	Men	20%
	Women	80%
Lower middle quartile	Men	28%
	Women	72%
Lower quartile	Men	13%
	Women	87%

What does the mean pay gap in hourly pay show?

The data shows that overall, female employees were paid 21.1% less per hour than their male counterparts, notwithstanding the fact that we have a higher proportion of female employees.

In the four quartiles there is significantly higher proportion of women in the lower and lower middle quartiles, which indicates that a higher proportion of women are in more lower paid grades. The upper and upper middle quartiles show a higher proportion of female staff are proportionately paid in the higher pay grades.

Gender pay gap comparisons

The mean gender pay gap for NAT is higher compared to the education sector and the whole economy, as the following comparisons show:

- NATs **mean** gender pay gap – 21.1%
- Education sector – 18.3%
- Pay gap for whole economy – 17.4% (2017 Office for National Statistics)(ONS)

- NAT's **median** gender pay gap – 24%
- Education sector – 26.4%
- Pay gap for whole economy – 18.4% (ONS)

How is NAT going to address its gender pay gap?

- Review any relevant causation factors within the recruitment process, although the trust is an equal opportunities employer which operates a transparent pay policy
- Undertake analysis of pay and progression routes for female and male employees
- Development of our Flexible Working Policy to improve recruitment and retention, reviewing the take-up amongst the workforce
- Review recruitment data concerning the gender breakdown for starters and leavers