

CASTLEMAN ACADEMY TRUST

GENDER PAY GAP REPORT – 31st March 2022

Introduction

Under legislation issued in 2018, all employers in the UK with 250 employees or more must report on their gap in gender pay, based on statutory calculations. Castleman Academy Trust (CAT) employed 321 relevant employees on the snapshot date of 31st March 2022, and is therefore required to measure and report on the gender pay gap annually in the organisation, using six different measures:

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.

Bonus proportions: The proportions of male and female relevant employees who were paid bonus pay during the relevant period.

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 aim of gender pay gap reporting is to show how large the pay gap is between an organisation's male and female employees, irrespective of their role or seniority. The data must be published on the employer's own website and a government website, and the intention is to encourage employers to take action to reduce or eliminate their gender pay gaps in order to create fairer, more inclusive workplaces.

Report

This statement contains CAT's statutory gender pay gap disclosure, using snapshot information at 31st March 2022, as well as further information around the gender pay gap at the Trust.

On 31st March 2022, CAT included five schools – three first schools and two middle schools. At that time, CAT employed 321 staff (who were eligible for inclusion in the snapshot information), of which 275 were female and 46 were male. The results for the statutory calculations are:

Mean Gender Pay Gap:

The difference between the mean hourly rate of pay that male and female employees receive is 22.8%

Median Gender Pay Gap:

The difference between the median hourly rate of pay that male and female employees receive is 48.8%.

Bonus Gap:

CAT has not made any bonus payments over the period 1st April 2021 to 31st March 2022 and therefore there is no requirement to report on the measures related to bonus payments.

Quartile pay bands:

Salary quartiles	Pay range (hourly rate)		Number in sample			Proportion in sample	
	Minimum	Maximum	Men	Women	Total	Men	Women
upper hourly pay quarter	£21.87	£61.84	20	60	80	25.00%	75.00%
upper middle hourly pay quarter	£11.42	£21.87	15	65	80	18.75%	81.25%
lower middle hourly pay quarter	£10.00	£11.26	2	78	80	2.50%	97.50%
lower hourly pay quarter	£9.20	£10.00	9	72	81	11.11%	88.89%

Results

The gender pay gap information produces two positive percentage figures, which show that overall female employees have lower pay than male employees.

Our gender pay gap is similar to other Trusts of a similar size. We employ staff on a range of working arrangements and patterns in order to attract skilled working parents – more often than not, these are women. Therefore, there is a higher proportion of women working in the Trust. Out of a total of 321 staff, 86% are female.

It is also common across the sector for a high proportion of females to be in support staff roles, which are on average lower paid roles than leadership or teaching posts – within CAT, 90% of our support staff are female. The Trust Leadership team is made up of 3 females and 1 male. In the five schools making up the Trust, at the snapshot date, 3 headteachers were female and 1 was male.

Actions

CAT is confident that its gender pay gap has not resulted from paying males and females differently for the same or equivalent work.

CAT is committed to the principle of equal opportunities and equal treatment for all employees and has a clear policy of paying employees equally for the same or equivalent work. This is achieved through our transparent recruitment processes, pay policy and professional development opportunities. In particular, CAT is working to provide specific development for teaching assistants to help them train for roles of greater responsibility and resulting pay levels.

It is recognised that under TUPE processes the Trust has no control over the staffing complement where academies join the Trust. However, the Trust will consider any relevant gender inequality when advertising future posts. The Trust is also supporting leadership development programmes for those aspiring to middle and senior leadership to further support equal access to progression for all staff.

We will continue to monitor this data on an ongoing basis, as growth and change within the Trust may alter the data by the next reporting date.