



## Gender Pay Gap Report – 2019/20

The Community Schools Alliance Trust (CSAT) and the schools making up the Trust are equal opportunities employers.

We support the fair treatment of all staff, irrespective of gender through our transparent policies:

- Equal Opportunity Policy
- Appointments Policy
- Pay Policy

CSAT, and the schools making up the Trust, have 297 employees. 201 (68%) are female and 96 (32%) are male.

Across the Trust there are 14 teaching staff on the Leadership Pay Scale (as Assistant Head Teachers, Deputy Headteachers and Headteachers) of which 8 (57%) are female.

We have 122 full-time staff. 64 (52%) are female and 58 (48%) are male. We have a higher proportion of females in every quartile, including the upper quartile. This illustrates that the overall pay gap is a result of the low proportion of males in the more junior grades.

The tables below provide a breakdown based on our Gender Pay Gap Analysis with last year's figures provided in brackets in order to provide visibility of the trends since our first Gender Pay Gap report from last year. As shown, we have seen an 18% move in favour of female employees in terms of pay across the Trust.

Full-time employees	Mean Pay Gap	Median Pay Gap	Lower Quartile	Middle Lower Quartile	Middle Upper Quartile	Upper Quartile
<b>Across CSAT</b>	9% higher for females (18% better than last year)	8% higher for females (12% better than last year)	38%(54%) F 63%(46%) M	60%(59%) F 40%(41%) M	57%(48%) F 43%(52%) M	50%(50%) F 50%(50%) M
<b>Cheney School</b>	12% higher for females (4% better than last year)	8% higher for females (9% better than last year)	26%(43%) F 74%(57%) M	61%(50%) F 39%(50%) M	52%(55%) F 48%(45%) M	48%(50%) F 52%(50%) M
<b>Bayards Hill</b>	4% higher for females (10% better than last year)	6% higher for females (3% better than last year)	57%(50%) F 43%(50%) M	83%(100%) F 17%(0%) M	83%(100%) F 17%(0%) M	67%(50%) F 33%(50%) M

We are a flexible employer and a significant number of our employees take up this flexibility. 10% of the male employees are part-time while 48% of the female employees are part-time.

All employees	Mean Pay Gap	Median Pay Gap	Lower Quartile	Middle Lower Quartile	Middle Upper Quartile	Upper Quartile
<b>Across CSAT</b>	12%(17%) lower for females	27%(35%) lower for females	79%(82%) F 21%(18%) M	70%(74%) F 30%(26%) M	59%(61%) F 41%(39%) M	62%(64%) F 38%(36%) M
<b>Cheney School</b>	5%(11%) lower for females	24%(29%) lower for females	67%(63%) F 33%(37%) M	68%(71%) F 32%(29%) M	54%(60%) F 46%(40%) M	60%(58%) F 41%(42%) M
<b>Bayards Hill</b>	37%(38%) lower for females	42%(62%) lower for females	100%(100%) F 0%(0%) M	94%(100%) F 6%(0%) M	88%(88%) F 12%(12%) M	76%(88%) F 24%(12%) M

**No bonuses were paid to any member of staff for the reporting period.**

We use pay scales for all teaching staff that are aligned to the School Teachers' Pay and Conditions document, which is reviewed on an annual basis. For non-teaching support staff, we use the pay scales set by the NJC (National Joint Council for Local Government Services). Staff move through the pay scales for their grade based on a thorough and robust performance management process, meaning earnings are based on performance outcomes, irrespective of their gender.

Breakdown of gender pay across CSAT:

Teaching Staff: 133 teaching members of staff. 81 (62%) are female and 52 (38%) are male. Support Staff: 164 support members of staff. 121 (73%) are female and 44 (27%) are male.

	Mean Pay Gap	Median Pay Gap	Lower Quartile	Middle Lower Quartile	Middle Upper Quartile	Upper Quartile
<b>Teaching Staff</b>	4%(6%) higher for females	0%(0%) lower for females	52%(79%) F 48%(21%) M	70%(59%) F 30%(41%) M	58%(69%) F 42%(31%) M	67%(55%) F 33%(45%) M
<b>Support Staff</b>	15%(17%) lower for females	5%(12%) lower for females	79%(81%) F 21%(19%) M	80%(73%) F 20%(27%) M	61%(73%) F 39%(27%) M	71%(68%) F 29%(32%) M

We have analysed this further and looked at the figures for teaching staff and support staff separately. The pay gap reduces significantly when split into groups with the same pay grading systems.

A draft copy of this report has been discussed by the Board of Trustees, which has asked for the Trust's Pay & Audit Committee to continue to monitor these figures, consider what lessons can be learned from it, how it compares with similar organisations, and what actions should be put in place by the Trust and its schools to bridge the gender pay gap and to keep this matter under review going forward.

#### Supporting statement

I can confirm that the above information has been prepared from our payroll data with a **snapshot date of 31 March 2019** and fairly presents the Gender Pay Gap information for CSAT and the schools that form part of it.



Jolie Kirby  
CEO, Community Schools Alliance Trust