

## GENDER PAY GAP REPORT 2016/17

We are an employer required to carry out gender pay gap reporting under the *Equality Act 2010 (Gender Pay Gap Information) Regulations 2017*. This involves carrying out calculations that show the difference between the average earnings of men and women in the Trust. These calculations are therefore based on each employee's stated gender.

This report provides a snapshot analysis based on the following date:

**31<sup>st</sup> March 2017**

**Difference in the mean hourly rate: this is 26.64% less for women**

**Difference in the median hourly rate: this is 33.2% less for women**

**The Trust paid no bonuses in 2016/17.**

This analysis is based on 295 employees, of which 81% (238 individuals) are female, and 19% (57 individuals) are male. The % of females and males in each pay band is as follows:

<b>Quartiles</b>	<b>Females</b>	<b>Males</b>
Lower	88%	12%
Lower middle	84%	16%
Upper middle	86%	14%
Upper	64%	36%

The workforce of *The Collegiate Trust* covers a wide range of roles, which includes teachers, teaching assistants, technicians, administrators, caterers, caretakers, invigilators and other roles. The Trust operates in Croydon (with outer London salary levels) and Crawley (with fringe salary levels). However, all staff in our academies are paid on nationally agreed pay scales appropriate to the area, and we pay equal salaries for equal work.

The Trust has a huge imbalance of females to males in the workforce (4:1), which is even more pronounced in the lower pay bands shown above. This is often because roles in the lower pay bands are more likely to be part-time and term-time only, and therefore easier to combine with childcare; for established cultural and social reasons such posts are generally more attractive to females.

*The Collegiate Trust* is committed to equality of opportunity in recruitment, development, progression and reward of its workforce, and we value the diversity of our staff. To ensure that we are working to minimise the pay gap where possible we shall:

- continue to ensure that decisions made in relation to recruitment, professional development and pay progression will be made against clearly defined criteria
- promote family-friendly and flexible-working opportunities to both female and male colleagues
- continue to analyse pay progression data with a view to ensuring equality of opportunity.

**Gordon Smith – CEO – 29.3.2018**