

Gender Pay Report 31 March 2017

**Number of Employees
included in Gender Pay Report**

MALE

47

FEMALE

371

MALE

£18.24

FEMALE

£13.41

Mean Gender Pay Gap

26.49%

Median Gender Pay Gap

31.54%

MALE

£15.44

FEMALE

£10.57

Quartile	MALE		FEMALE		Total
	#	%	#	%	
Lower	4	3.42	113	96.58	117
Lower-Mid	8	7.84	94	92.16	102
Upper-Mid	16	15.84	85	84.16	101
Upper	19	19.39	79	80.61	98

**Proportion
males and
females in
each quartile
band**

NB. No bonus payments were made by the organisation

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Commentary

Our fundamental belief at Victoria Academies Trust is that diversity at every level is vital and that everyone will be treated fairly regardless of gender, race, ethnicity or disability. Across a workforce of almost 420 staff, 11% of employees are male, the vast majority of these being teachers working in academies. As an organisation, we follow the School Teachers' Pay and Conditions Document (STPCD) or local union-agreed non-teacher pay scales to ensure that like-for-like there are no pay gaps when comparing similar roles. This will always remain our priority when recruiting and rewarding our staff at every level.

We strive to ensure that the workforce across our academies reflects the communities that they serve. Overall:

- 88% of headteachers are female (and all paid on the STPCD)
- 100% of deputy headteachers are female
- 80% of the trust executive leadership team are female
- 22 of the 25 highest earners are female (88%)
- 23 of the 25 lowest earners are female (92%, all paid on non-STPCD)

We are confident, that when comparing like-for-like, whether it be cleaners, catering, admin, teaching or leadership, pay is comparable for men and women.

We accept that because almost all of the lowest paid jobs and part-time jobs are undertaken by women, (compared with women at the highest levels, as shown above), a pay gap is evident not least because the hourly rate is a lot less than, say, a teacher. Going forward, as a responsible employer we will strive to ensure that we encourage and recruit more males to these lower paid posts, whilst also encouraging more males to apply for more senior positions, for example at deputy headship and above.