

Gender Pay Report 31 March 2019

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

MALE

55

FEMALE

462

MALE

£19.40

FEMALE

£13.18

Mean Gender Pay Gap

31.9%

Median Gender Pay Gap

39.2%

MALE

£16.92

FEMALE

£10.29

Quartile	MALE		FEMALE	
	#	%	#	%
Lower	3	2.3	127	97.7
Lower-Mid	8	6.2	121	93.8
Upper-Mid	16	12.4	113	87.6
Upper	28	21.7	101	78.3

**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 over 500 staff, 11.9% 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 national joint council 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:

- 100% of headteachers are female (and all paid on the STPCD)
- 66% of the trust executive leadership team are female
- 20 of the 25 highest earners are female (80%)
- 25 of the 25 lowest earners are female (100%, 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 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.