

Gender Pay Gap Report

SNAPSHOT DATE: 31/03/2023

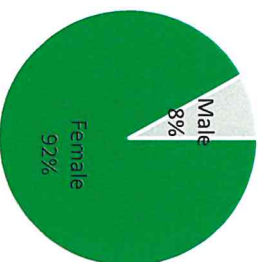
This report sets out the gender pay gap at the Arden Forest C of E Multi Academy Trust. Before reading this report it is important to understand how gender pay gap reporting differs from equal pay. Equal Pay is a legal requirement to pay men and women equally for equal work, whereas the Gender Pay Gap is a measure of the difference between men's and women's average earnings across an organisation and is expressed as a percentage of men's earnings.

This is the first year that the Arden Forest C of E Multi Academy Trust has reported on these figures and as such cannot compare to previous figures.

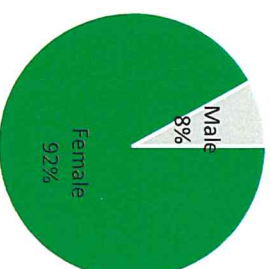
Our Results

The Arden Forest C of E Multi Academy Trust consists of nine primary schools across South Warwickshire and at the time of this report had 286 staff, of which 263 were female (92%) and 23 (8%) were male. Teachers are paid in line with the Teachers Pay Scales for England and Support Staff are paid on the NJC Pay Scale.

Gender Split
 Relevant Full Pay Employees



Gender Split
 Relevant Employees



Proportion of male and female employees according to quarter pay bands

	QUARTER 1 (LOWER)	QUARTER 2 (LOWER MIDDLE)	QUARTER 3 (UPPER MIDDLE)	QUARTER 4 (UPPER)
Male (% males to all employees in each quarter)	8.5	2.8	14.1	7.1
Female (% females to all employees in each quarter)	91.5	97.2	85.9	92.9

Difference in mean and median hourly rates of pay

	DIFFERENCE IN THE MEAN HOURLY PAY	DIFFERENCE IN THE MEDIAN HOURLY PAY
Pay gap. % difference male to female	6.0	10.3

Proportion of male and female employees who were paid bonus pay

	PROPORTION RECEIVING A BONUS
Male employees (% paid a bonus compared to all male employees)	0
Female employees (% paid a bonus compared to all female employees)	1.2

Difference in mean and median bonus pay

	DIFFERENCE IN THE MEAN BONUS PAY	DIFFERENCE IN THE MEDIAN BONUS PAY
Pay gap. % difference male to female	0%	0%

SUPPORTING STATEMENT

I can confirm that the information published here is accurate.

Signature: 

Date: 20th MARCH 2024

Status/position: CEO

SUPPORTING NARRATIVE

The gap in our mean annual pay is lower than average. The Office for National Statistics 2023 data had the average gender pay gap as 7.1% in April 23 and our gap sits at 6.0%. Analysis of this gap would suggest that it can be attributed to a number of factors

- Whilst in all categories of staff roles are predominantly occupied by women, there is a higher proportion of men (14.1%) in our senior roles, especially in our upper middle quartile. By contrast there are less than 3% of men in the roles occupying our lower middle quartile.
- Our male earners are typically in full time roles, whereas more women occupy part time roles such as cleaners, midday supervisors or job share class teachers.
- We recognise that some of our more senior roles are full time roles and that can be a challenge for staff who are primary caregivers.

ACTION PLAN

- We are in the process of onboarding to a new HR system which will enable us to have instant access to gender pay gap data and give us more clarity through a break down against roles.
- As a MAT we have recently launched our Your View wellbeing questionnaire where we have asked staff about initiatives to support their wellbeing, including work place flexibility. We will be looking at all responses and working through feedback to inform policies where feasible, especially where this may drive more women to feel they are able to balance leadership with parenthood.
- Ensure that through our recruitment practices we are clear on our commitment to equality and diversity and are using wording that does not prejudice against applicants.
- Look externally to other MATs and networks across the sector to ensure that we are sharing best practice and benchmarking correctly.