

Gender Pay Gap Report

The Gender Pay Gap Report is based on the relevant data on the 'snapshot date' of 31st March 2022.

NET Academies Trust is an organisation with six primary schools on the snapshot date. On that date, NET Academies Trust employed far more female (89%) than male (11%) employees. NET Academies Trust employs a large number of women in senior positions, including the majority of head teachers and a mostly-female senior management team.

The gender pay gap is the difference between the average (mean or median) earnings of men and women across a workforce. Our gender pay gap is:

	2022	2021	2020	2019	2018
Mean:	23.9%	22.1%	28.9%	27.5%	35.5%
Median:	49.9%	38.2%	49.4%	53.7%	50.1%

The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middle salary.

The mean gender pay gap is calculated by deducting the average hourly wage of women from the average hourly wage of men. The pay gap is the difference (%) between these hourly rates.

A gender pay gap refers to the differences in the average pay between men and women across all roles and job types. This is different from equal pay which is the requirement that people are paid equally for work of equal value. The Trust is confident that men and women are paid equally for doing the same job.

The number and proportion of males and females in each quartile pay band are as follows:

	Female		Male	
	Number	Percentage	Number	Percentage
Lower Quartile:	69	93.2%	5	6.8%
Middle Lower Quartile:	74	98.7%	1	1.3%
Middle Upper Quartile:	62	82.7%	13	17.3%
Upper Quartile:	61	82.4%	13	17.6%

NET Academies Trust do not make any bonus payments to our staff.

Our gender pay gap stems from the fact that, whilst our workforce is predominantly female, we continue to employ more men in higher paid roles (leadership or senior teaching, and predominantly full time), and fewer men in lower paid roles (teaching assistants, lunchtime supervisors, cleaning & catering, many of which are part time).

NET Academies Trust has 1% more male employees on the snapshot date in 2022 compared to 2021; the majority of these are teachers and are therefore in the middle upper and upper quartile.

Both our mean and median gender pay gaps have increased since 2021. Analysis shows that the principal reason for the remaining mean gender gap is the proportion of male and female staff employed at different grades and on different pay scales (i.e. teaching and non teaching payscales). Although there are more women (266) than men (32) in the Trust, there continues to be a trend that more women occupy the lower paid posts within the Trust.

The effective actions NET Academies Trust has taken to reduce our gender pay gap are:

- Including multiple women in shortlists for recruitment
- Promoting staff based on performance
- Using structured interviews for recruitment and promotions
- Encourage flexible working, for example, for working mothers
- Encourage the uptake of shared parental leave
- Offering mentoring

As a trust we seek to promote and reward staff irrespective of gender. This is evidenced by the number of female staff we have in senior positions (Heads, Deputies, Assistant Heads, Leads, Senior Leadership Team, Executive Team).

We use pay scales for teaching staff aligned to the School Teachers Pay and Conditions Document (STPCD) which is reviewed on an annual basis; these are based on a teacher's length of service and performance. For support staff we use pay scales set by the National Joint Council for Local Government Services (NJC). Staff progress through the pay scales for their grade based on performance management, ensuring earnings are determined by performance outcomes, irrespective of gender. NET Academies Trust is committed to equal opportunities and actively encourages the further professional development of all staff.

I confirm that the information contained in this report is accurate.

A handwritten signature in black ink, appearing to be 'Jo Coton', written over a horizontal line.

Jo Coton
Chief Executive Officer
Net Academies Trust

Date: 22 March 2023