

Gender Pay Gap Reporting 2020-21 Derby Diocesan Academy Trust

Introduction

This report shows the difference in the average pay between all men and women across our workforce. It is different to equal pay, which is the difference between men and women who do the same job and role in the workforce. DDAT is an equal pay employer, subject to the requirements of TUPE transfers.

The snapshot date for Derby Diocesan Academy Trust (DDAT) was 5 April 2020. The data required under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 is as follows:

Average gender pay gap as a mean average between genders	Women are 32.77% lower	
Average gender pay gap as a median average between genders	Women are 46.17% lower	
Average bonus gender pay gap as a mean average	NA	
Average bonus gender pay gap as a median average	NA	
Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment	No bonus payments made	
Proportion of males and females when divided into four groups ordered from highest to lowest pay		
Top Quartile	Female 81.93%	Male 18.07%
Upper Middle Quartile	Female 89.76%	Male 10.24%
Lower Middle Quartile	Female 89.76%	Male 10.24%
Lower Quartile	Female 93.30%	Male 6.70%

Gender Pay Gap Narrative

While the apparent pay gap between men and women appears large, this is contextualised by the demographic of the employees in that 89% of the workforce is female, and that there is a substantial skew in lower salaried jobs which are historically and predominantly occupied by females.

In primary schools the percentage of females to males is in the order of 88%:12% (secondary schools 70%:30%). A significant number of the female posts are support posts which attract lower salaries. Females and males are paid at the same rate for the same work on standard scales. The fundamental reason therefore for the identified gender pay gap is the disparity in proportion between female and male in term-time only, part-time, lower paid roles in schools such as lunchtime supervisors and teaching assistants.

DDAT is committed to ensuring that all staff receive equal pay for equal work regardless of gender. Teaching staff are remunerated on an incremental pay scale that rewards them for their professional performance, wider contribution to the academy and their level of experience. Support staff pay is determined via a process of job evaluation and is regularly reviewed and benchmarked on a national and local basis to ensure that pay correctly reflects the value and complexity of the work undertaken. Male and female staff at DDAT are treated equally on appointment and throughout their careers at DDAT.

The Trust will monitor this data on an ongoing basis as growth and change within the Trust may alter the data by the next reporting date. It is recognised that under TUPE processes the Trust has no control over the staffing complement where academies join the Trust.

Mark Mallender
Chief Executive Officer

Richard Wetherall
Finance Director