

## Background to the Statutory Reporting Period

This report covers the period of 2022 – 2023, and includes the capture period of March 2023. The report captures the current makeup of Central Region Schools Trust, which comprises of 13 Schools, namely:

- Abbeywood First School
- Arrow Vale Secondary School
- Arrow Valley First School
- Church Hill Middle School
- Gospel Oak Secondary School
- Holyhead Secondary School
- Iplsey CE Middle School
- Lickhill Primary School
- Oakhill Primary School
- Oldbury Park Primary School
- St Stephens CE First School
- Sutton Park Primary School
- Waseley Hills High School

The 2023 Gender Pay Gap looks across the Trust at the distribution of men and women across all job levels and how this translates across the median, mean salaries. The Trust do not have bonuses and so this is not reported on. In addition the table also offers an overview of a separation of teaching and support staff.

## Gender Pay Gap Reporting

In the UK, public, private, and voluntary sector organisations with 250 or more employees must report on their gender pay gaps annually. The reports show the difference between the average earnings of men and women, expressed relative to men's earnings. If an organisation reports a gender pay gap, it does not mean women are paid less than men for doing the same job, but it does show that, on average, men occupy higherpaying roles than women.

Employers must still report on six different measures, based on a snapshot of pay data on a set date set out by the Government Equalities Office:

- **Median Gender Pay Gap** – the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
- **Mean Gender Pay Gap** – the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
- **Median Bonus Gap** – the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees
- **Mean Bonus Gap** – the difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees
- **Bonus Proportions** – the proportions of male and female relevant employees who were paid bonus pay during the relevant period
- **Quartile Pay Bands** – the proportions of male and female full-pay relevant employees in the Lower, LowerMiddle, Upper-Middle, and Upper quartile pay bands.

Headlines about the gender pay gap tend to focus on the median figure, which ignores extremes and is therefore thought to be the most representative measure. It is, however, important to report all these measures as each one tells you something different about the underlying causes of the gender pay gap and each one can mask issues that another may highlight.

### Reportable Data Including Prior Years Reporting

The mean gender pay gap on 31st March 2023 indicated that female staff percentage point of earnings less than male staff was 16.81% (2022: 18.45% 2021: 20.7% 2020: 15.35%; 2019: 11.28%; 2018: 17.6% and 2017:24.3%) with a median percentage point gap of 28.38%. Whilst we remain confident in all reporting periods that this is not a result of unequal pay, however, it remains the distribution of roles between female and male members of staff. Both the mean and median results have decreased since last years reporting.

	31-Mar-20		31-Mar-21		31-Mar-22		31-Mar-23	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Gender Pay Gap	15.35%	30.73%	20.73%	35.58%	18.45%	30.03%	16.81%	28.38%
Gender Bonus Gap	0	0	0	0	0	0	0	0

  

	31-Mar-20		31-Mar-21		31-Mar-22		31-Mar-23	
Quartile	Female	Male	Female	Male	Female	Male	Female	Male
Lower	82.18%	17.82%	85.71%	14.29%	83.64%	16.36%	85.09%	14.91%
Lower Middle	81.03%	18.97%	80.52%	19.48%	80.45%	19.55%	78.51%	21.49%
Upper Middle	75.14%	24.86%	72.55%	27.45%	68.64%	31.36%	71.49%	28.51%
Upper	68.21%	31.79%	65.36%	34.64%	64.09%	35.91%	68.42%	31.58%

  

Teaching	31-Mar-20		31-Mar-21		31-Mar-22		31-Mar-23	
Quartile	Female	Male	Female	Male	Female	Male	Female	Male
Lower	66.13%	33.87%	61.67%	38.33%	64.89%	35.11%	64.04%	35.96%
Lower Middle	76.19%	23.81%	72.13%	27.87%	76.34%	23.66%	76.67%	23.33%
Upper Middle	68.25%	31.75%	68.33%	31.67%	64.52%	35.48%	67.78%	33.33%
Upper	59.68%	40.32%	58.33%	41.67%	59.14%	40.86%	66.29%	34.83%

  

Support	31-Mar-20		31-Mar-21		31-Mar-22		31-Mar-23	
Quartile	Female	Male	Female	Male	Female	Male	Female	Male
Lower	77.48%	22.52%	86.17%	13.83%	85.04%	14.96%	84.06%	15.94%
Lower Middle	88.29%	11.71%	79.57%	20.43%	78.74%	21.26%	84.89%	15.11%
Upper Middle	82.88%	17.12%	86.02%	13.98%	81.10%	18.90%	80.58%	19.42%
Upper	78.38%	21.62%	80.65%	19.35%	75.40%	24.60%	73.19%	26.81%

### Summary

We continue to have much to be proud of at the Central Region Schools Trust and Gender Pay Gap reporting incorporating the examination of our employee pay data differentials continues to bring a much-needed transparency to the different experiences of men and women in our Multi Academy Trust (MAT).

Externally benchmarked salary ranges on National Leadership, Teaching and Support Staff (NJC) scales enable everyone to be paid fairly for undertaking the same or a similar role within the Trust. Salaries are paid according to grade and annual pay awards irrespective of gender or any other protected characteristic. We are committed to the principle of equal pay for all employees and recognise the multi-faceted factors in achieving gender pay gap progress. Hence, closing the gap is not linear and gender reporting takes no account of the flexibility we offer in contract hours or full-time equivalent staff numbers (e.g. Achievement Assistants) which predominately remains societally populated, primarily for family reasons.

Therefore, it is these insights into our people practices that will enable us to make changes that will have deep and lasting impact. We remain confident, that over time, our commitment to, inclusion, fairness and flexibility whilst endeavouring to remove any unconscious bias via enhanced recruitment practices, in line with our embedded values for Social Justice will continue to be reflected in our Gender Pay Gap figures.



Hence, we confirm that the gender pay gap calculations are accurate and meet the requirements of the Equality Act 2010 (Gender Pay Gap Information Regulations 2017).

