

Gender Pay Gap Report 2020

Gender pay gap reporting in the UK is now in its fourth year and this report covers the 2020–21 reporting cycle, the deadline for which is 4 April 2021. At the date of this report the Central RSA Academies Trust consisted of eight academies, namely RSA Academy Arrow Vale; Ipsley CE RSA Academy, Church Hill Middle RSA Academy, Abbeywood First RSA Academy; RSA Academy Tipton; Sutton Park Primary RSA Academy; Oldbury Park Primary RSA Academy and St Stephens CE RSA Academy.

Due to the coronavirus pandemic, the Government Equalities Office suspended compulsory reporting for the 2019–20 reporting cycle, but we still decided to publish as we wish to encourage the continuance of reporting in our Multi Academy Trust sector despite the relaxation of the rules. Hence, it is fully recognised that several differing factors contribute to gender pay gaps at both organisational and societal levels and closing the gap is not linear and will take time.

In the UK, public, private and voluntary sector organisations with 250 or more employees have to 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 higher-paying roles than women.

Employers must report 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**, **Lower-Middle**, **Upper-Middle** and **Upper** quartile pay bands.

Gender Pay Gap at the Central RSA Academies Trust

The mean gender pay gap at 31 March 2020 was women earning 15.35% (2019: 11.28%; 2018: 17.6% and 2017:24.3%) less than men, with a median gap of 30.73%. We remain confident in all reporting periods that this is not a result of unequal pay, but rather the distribution of roles between female and male employees. Currently our demographics indicate that our employees are 76% female and 24% male, and gender reporting takes no account of the flexibility reflected in contract hours or full-time equivalent staff numbers and include low hours posts and unskilled labour, societally populated and applied for by females.

It is also encouraging that in the overall **Upper Middle** and **Upper** quartiles that the percentage female distribution has increased to 75.14% (from 69.23% in 2019 a 5.91% increase) and to 68.21% (from 62.79% a 5.42% increase) respectively in the past reporting period. Therefore, we are confident, that over time, our commitment to enhanced recruitment practices, inclusion, fairness and flexibility in line with our embedded values for Social Justice will continue to be reflected in our **Gender Pay Gap** figures.

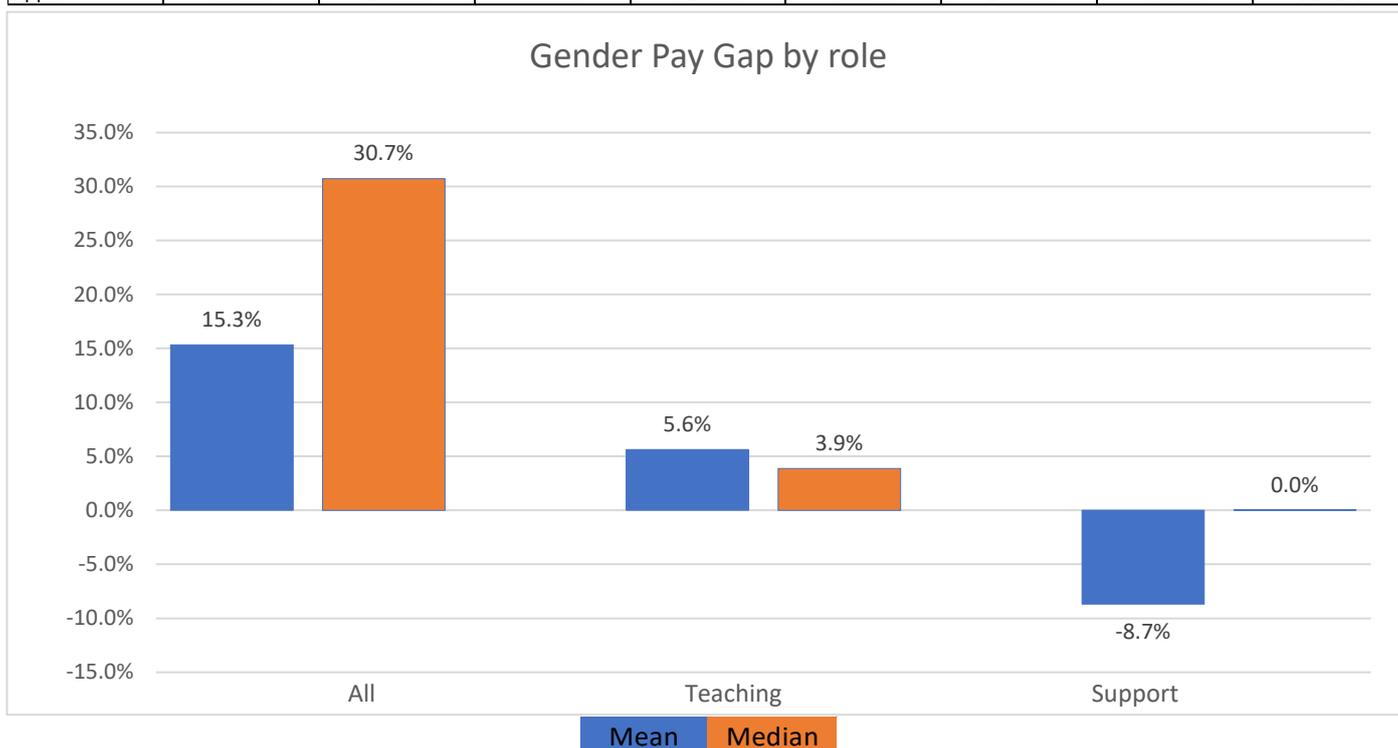
Reportable Data Including Prior Year Reporting

	31-Mar-17		31-Mar-18		31-Mar-19		31-Mar-20	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Gender Pay Gap	24.30%	29.50%	17.60%	17.80%	11.28%	18.65%	15.35%	30.73%
Gender Bonus Gap	0	0	0	0	0	0	0	0

Quartile	31-Mar-17		31-Mar-18		31-Mar-19		31-Mar-20	
	Female	Male	Female	Male	Female	Male	Female	Male
Lower	85.70%	14.30%	78.40%	21.60%	76.15%	23.85%	82.18%	17.82%
Lower Middle	83.30%	16.70%	79.10%	20.90%	74.42%	25.58%	81.03%	18.97%
Upper Middle	76.90%	23.10%	70.60%	29.40%	69.23%	30.77%	75.14%	24.86%
Upper	67.90%	32.10%	65.20%	34.80%	62.79%	37.21%	68.21%	31.79%

Teaching	31-Mar-17		31-Mar-18		31-Mar-19		31-Mar-20	
	Female	Male	Female	Male	Female	Male	Female	Male
Lower	75.90%	21.40%	68.00%	32.00%	58.00%	42.00%	66.13%	33.87%
Lower Middle	79.30%	20.70%	77.40%	22.60%	75.93%	24.07%	76.19%	23.81%
Upper Middle	71.40%	28.60%	68.10%	31.90%	58.33%	41.67%	68.25%	31.75%
Upper	60.70%	39.30%	58.00%	42.00%	54.90%	45.10%	59.68%	40.32%

Support	31-Mar-17		31-Mar-18		31-Mar-19		31-Mar-20	
	Female	Male	Female	Male	Female	Male	Female	Male
Lower	85.70%	14.30%	82.70%	17.30%	71.60%	28.40%	77.48%	22.52%
Lower Middle	87.80%	12.20%	68.00%	32.00%	78.08%	21.92%	88.29%	11.71%
Upper Middle	81.60%	18.40%	86.40%	13.60%	74.07%	25.93%	82.88%	17.12%
Upper	75.50%	24.50%	68.30%	31.70%	81.25%	18.75%	78.38%	21.62%



Summary

We have much to be proud of at the Central RSA Academies Trust and Gender Pay Gap reporting incorporating the examination of our employee pay data differentials brings much needed transparency to the different experiences of men and women in our Multi Academy Trust (MAT). Therefore, it is these insights into our people practices that will enable us to make changes that will have deep and lasting impact; 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).