



Central Region Schools Trust

Founded by the RSA

Background to the Statutory Reporting Period

Gender pay-gap reporting in the UK is now in its fifth year and this report covers the 2021–22 reporting cycle, using a snapshot date of 31st March 2021. At the date of this report the Central RSA Academies Trust, now the Central Region Schools Trust (from September 2021), consisted of eight academies, namely RSA Academy Arrow Vale; Ipsley CE RSA Academy, Church Hill Middle RSA Academy, Abbeywood First RSA Academy; Gospel Oak; Sutton Park Primary RSA Academy; Oldbury Park Primary RSA Academy and St Stephens CE RSA Academy.

Following the decision by the Government Equalities Office to suspend compulsory reporting for 2019–20, it was reintroduced for 2020–21 with an extended deadline, however, we continued to publish our report throughout the pandemic on time and without extension, encouraging the continuance of reporting in our Multi Academy Trust sector despite the relaxation of the rules.

The 2021 gender pay gap looks at the distribution of men and women across all job levels of the Trust, and how this translates into the average salary, it should be noted that there are no bonus payments made. Specialist skillsets command very different salaries and are graded proportionally within National grades/scales. So the potential for significant differences in salary can be much higher and in a Trust of 74% female and 26% male staff, relatively small changes in the distribution of males across the different pay quartiles in the Trust can have a significant impact on the Trusts gender pay gap.

Additionally, the National Statistics Office has identified that the pandemic has had a disproportionate impact on female employees, however, we are pleased to have been able to support female members of staff who have had to rebalance their work to shoulder even greater responsibilities within their families and communities throughout this time.

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 higher-paying 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, Lower-Middle, Upper-Middle, and Upper** quartile pay bands.

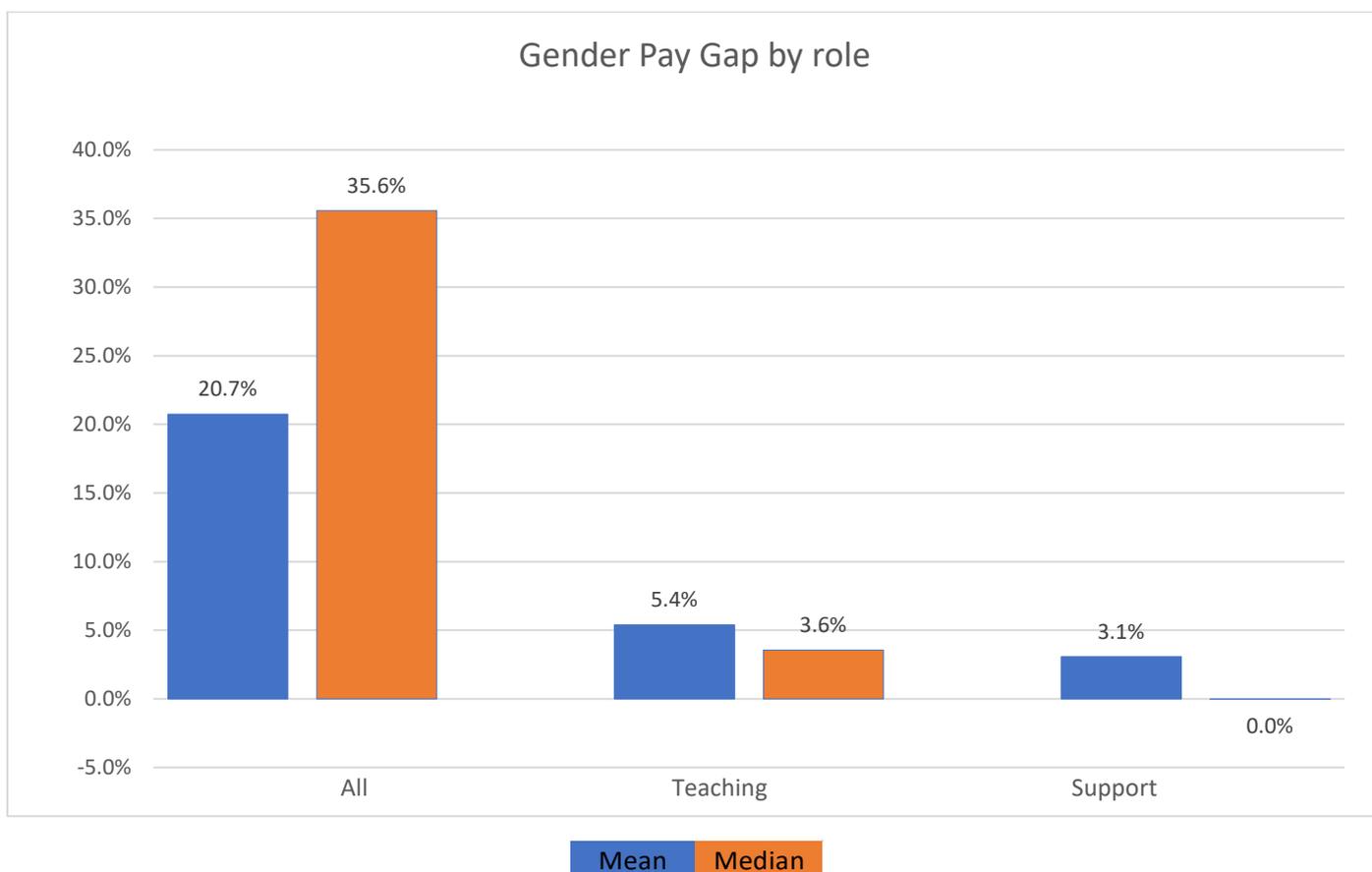
Headlines about the gender pay gap tend to focus on the median figure, which ignores extremes and is therefore thought to be the most representative measure. It is, however, important to report all these measures as each one tells you something different about the underlying causes of the gender pay 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 2021 indicated that female staff percentage point of earnings less than male staff was 20.73% (2020: 15.35%; 2019: 11.28%; 2018: 17.6% and 2017:24.3%) with a median percentage point gap of 35.58%. This movement incorporates the retirement of two senior female staff (i.e. one Principal and one Deputy Head) on the National leadership scale within the reporting period, with the Principal being replaced with an internal male appointment via succession planning. 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.

It is encouraging that in Support Staff that the overall **Upper Middle** and **Upper Quartiles** that the percentage female distribution has increased to 80.65% (from 78.39% in 2020 a 2.26%-point increase) and to 86.02% (from 82.88% a 3.14%-point increase) respectively in the past reporting period.

All Employees	31-Mar-19		31-Mar-20		31-Mar-21	
	Mean	Median	Mean	Median	Mean	Median
Gender Pay Gap	11.28%	18.65%	15.35%	30.73%	20.73%	35.58%
Gender Bonus Gap	0	0	0	0	0	0
All Employees	31-Mar-19		31-Mar-20		31-Mar-21	
	Female	Male	Female	Male	Female	Male
Lower	76.15%	23.85%	82.18%	17.82%	85.71%	14.29%
Lower Middle	74.42%	25.58%	81.03%	18.97%	80.52%	19.48%
Upper Middle	69.23%	30.77%	75.14%	24.86%	72.55%	27.45%
Upper	62.79%	37.21%	68.21%	31.79%	65.36%	34.64%
Teaching	31-Mar-19		31-Mar-20		31-Mar-21	
	Female	Male	Female	Male	Female	Male
Lower	58.00%	42.00%	66.13%	33.87%	61.67%	38.33%
Lower Middle	75.93%	24.07%	76.19%	23.81%	72.13%	27.87%
Upper Middle	58.33%	41.67%	68.25%	31.75%	68.33%	31.67%
Upper	54.90%	45.10%	59.68%	40.32%	58.33%	41.67%
Support	31-Mar-19		31-Mar-20		31-Mar-21	
	Female	Male	Female	Male	Female	Male
Lower	71.60%	28.40%	77.48%	22.52%	86.17%	13.83%
Lower Middle	78.08%	21.92%	88.29%	11.71%	79.57%	20.43%
Upper Middle	74.07%	25.93%	82.88%	17.12%	86.02%	13.98%
Upper	81.25%	18.75%	78.38%	21.62%	80.65%	19.35%



Summary

We continue to have much to be proud of at the Central Region Schools Trust (Central RSA Academies 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).



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