

Connect Schools Academy Trust – Gender Pay Gap Reporting

Reporting date: 31 March 2023

Submission: March 2024

All companies with 250 or more employees are required to publish the difference between the hourly rate of male and female employees expressed as a percentage of the hourly rate of the male employees. This is calculated on both a median basis (pay per hour based on the person “in the middle” of the distribution of pay) and mean basis (average hourly salary).

Data

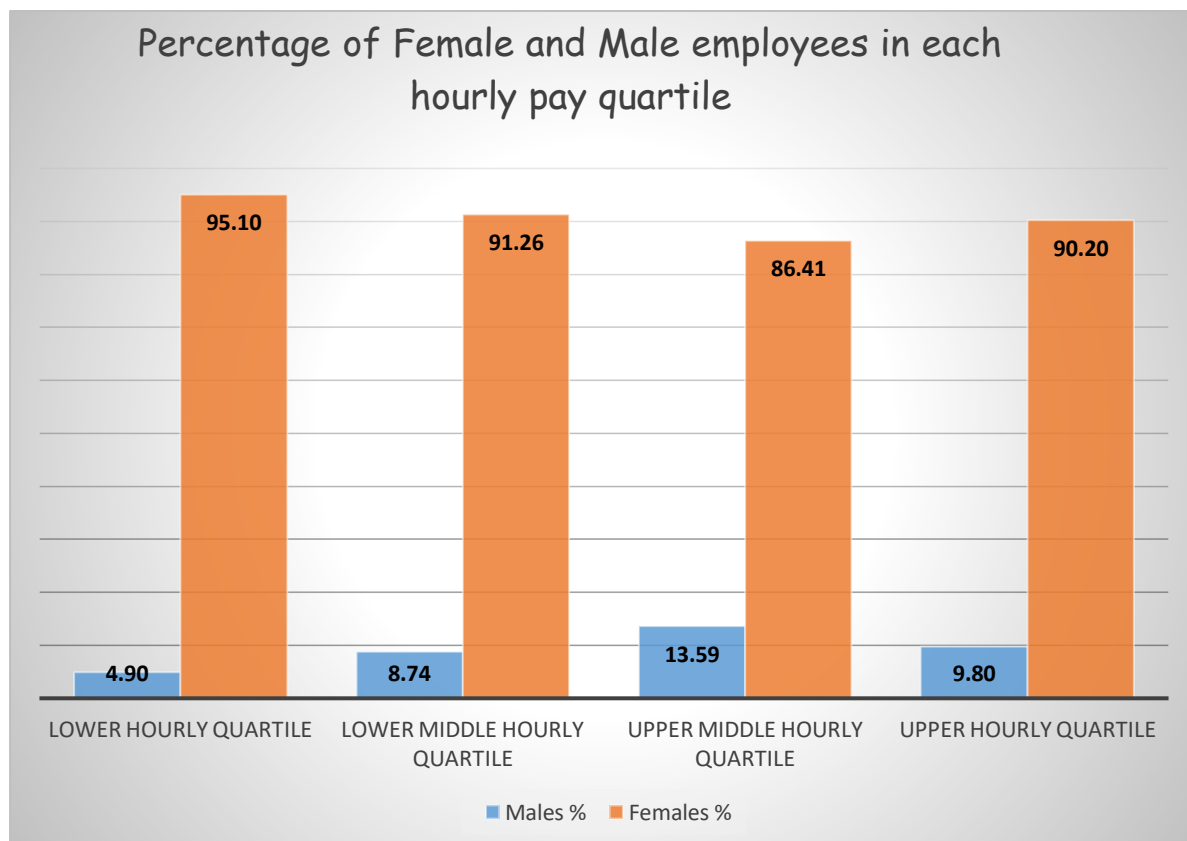
The data as at 31 March 2023 is based on 409 relevant employees; 371 females and 38 males where men represent 9.27% of the workforce. Relevant employees who did not receive full pay, on the snapshot date, because of unpaid leave, sickness, and family leave etc, have been excluded from the calculations.

The median pay gap is: 41.33% (March 2022 was 35.09%)

The mean pay gap is: 16.4% (March 2022 was 13.4%)

Since there were no bonuses paid in the reporting period then required figures on bonuses are not applicable.

In addition, CSAT is required to disclose the distribution of gender by pay quartiles where employees are split into four groups based on their pay, showing the proportion of men and women in each group:



Trust statement

Connect Schools Academy Trust is committed to equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.

We have a clear Equality Statement, Equal Opportunities Policy and evaluate each job role and pay grade as necessary to ensure fair structure and pay across the organisation. Pay scales are based on national and local pay scales.

CSAT is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work; rather its gender pay gap is the result of the composition and distribution of the organisation's workforce; the roles in which men and women work and the salaries that these roles attract. As you might expect, Teachers have a significantly higher rate of hourly pay compared to Support Staff and whilst the majority of CSAT teachers are female, a much higher proportion of our male employees are Teachers. The vast majority of support staff post are occupied by females.

Naturally we would want to encourage applications from male teachers given they are, on the whole, under-represented but this is even more the case for support roles. Although this has also applied historically, it is also worthy of note that Teachers pay awards are effective from September. The pay awards for Support Staff is effective from 1st April. If the assessment date was a few days later in April the gap may be a bit less.

Since reporting at 30 March 2022, the Trust has seen an increase in mean gender pay gap in comparison to last year's percentage. The median gender pay gap has also increased but due to the very low proportion of male employees we employ, any change in male personnel has a significant effect on the mean and median pay gap percentage. A change of Head Teacher has had an impact and whilst NJC increases have been more generous increases of 6% for Teachers and 3% for those on Bromley Localised pay scales has contributed to a widening gap.

Action plan

The Trust seeks to maximise opportunities for all employees regardless of gender.

The Trust will:

- keep under constant review any relevant potential barriers to entry or progression in any part of the Trust;
- create a culture where there are no such things as "female roles" or "male roles";
- mitigate for any unconscious biases; and
- ensure all job roles advertised eliminate any potential gender bias, encourage diversity in applicants and particularly encourage applicants from under-represented groups.
- Consider opening up the Bromley Localised pay scale BR5 to Teaching Assistants and remove the lowest scale, BR3.

Sue Wray

Trust HR Manager