

Gender Pay Gap report – 2020



Introduction

Employers with 250 or more employees are now required to publish various figures to demonstrate how large the pay gap is between their male and female employees on an annual basis.

Dudley Academies Trust is committed to the promotion of equality of opportunity for all its employees and is proud to be able to offer working hours and practices that are flexible, and enable people to balance work and life in a sustainable way.

The Trust is committed to empowering talented people at all levels and ensuring that its employees are developed and trained in line with their high ambitions and aspirations. The Trust offers a comprehensive training and development programme for all staff, including two dedicated staff development days each academic year, leadership and management programme and upskilling sessions for staff.

Background

All employers with 250 or more employees are required to publish information about gender pay by 5th October 2021. This information is based on a snapshot date of pay on 31st March 2020.

At this time the workforce comprised of 76 % female and 24 % male, the Trust increased its female workforce by 2% compared to at 31st March 2019. With 63% full time and 37 % part time, which is an increase of 7% in the number of employees working part time.

This analysis looks at gender pay differences within Dudley Academies Trust, focusing on the overall pay difference between the male and female workforce.

The mean gender pay gap has remained at 18%, whilst the median gender pay gap has increased by 6%.

The Trust figures are still significantly affected by the Trust having a largely female support team and the Trust's workforce comprising of more females than males.

What do we report on?

Mean gender pay gap	The difference between the mean hourly rate of pay of male's full-pay relevant employees and that of female full-pay relevant employees.
Median gender pay gap	The difference between the median hourly rate of male full-pay relevant employees and that of female full-pay relevant employees.
Mean bonus gap	The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.
Median bonus gap	The difference between the median 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.
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The overall gender pay gap is defined as the difference between the median (actual midpoint) or mean (average) basic annual earnings of men and women expressed as a percentage of the median or mean basic annual earnings of men.

Mandatory gender pay analysis

Workforce profile

There were 432 employees working on the snapshot date of 31st March 2020. 324 were female and 106 were male. 269 employees were employed on full time contracts and 163 were employed on part time contracts.

The gender pay gap analysis is based on headcount as opposed to full-time equivalent numbers.

Gender pay gap – 31st March 2020

Mean		Median	
2019	2020	2019	2020
18%	18%	35%	41%

Mean

Average hourly rate of pay and the percentage difference between.

Median

Middle hourly rate of pay and the percentage difference between.



Bonus - mean, median and proportions

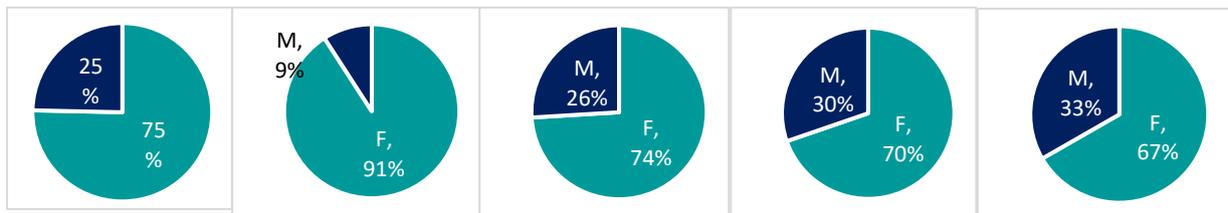
Dudley Academies Trust does not operate any bonus schemes and therefore has no bonus gender pay gap.

Proportion of men and women in each quartile pay band.

Below shows the workforce composition in each pay quartile.

The pay quartiles below, show that 66% of the staff employed in the top pay quartile are women, this is an increase of 4% on last year.

Quartile	All	Lower	%	Lower Middle	%	Upper Middle	%	Top	%
F	324	100	91%	77	74%	69	70%	78	67%
M	106	10	9%	27	26%	30	30%	39	33%
All	430	110		104		99		117	



Opportunities are open to all staff as shown by the percentage of women in the top half of all pay scales. Employment opportunities within the lower pay quartile are open to both men and women, but due to the nature of these support roles which are mainly part time, term time only Teaching Assistants, Catering staff, Cleaners and Lunchtime Supervisors they are historical occupied by females.

We are not complacent and work hard to ensure that Dudley Academies Trust promotes diversity and equality of opportunity for our employees. We continue to monitor our workforce, empower talent at all levels to ensure we have working practices which are flexible, and enable people to balance work and life in a sustainable way.