

DEMAT Gender Pay Gap Report: 2018 – 2019

March 2020

Introduction

The Diocese of Ely Multi Academy Trust (DEMAT) consists of 39 primary academies (as at 1 March 2020) across Cambridgeshire, Peterborough, Norfolk and Suffolk. The Trust currently employs over 1300 people and educates over 7,000 pupils (as at March 2020).

Since the last report in March 2019, the Trust headcount has increased as follows:

Employees in the 2017 - 2018 reporting period: **884**

Employees in the 2018 – 2019 reporting period: **1135**

Employee headcount increase %: **28%**

This report has been prepared using the 31 March 2019 snapshot data supplied by the Trust’s HR & Payroll provider.

Number of Relevant Employees:

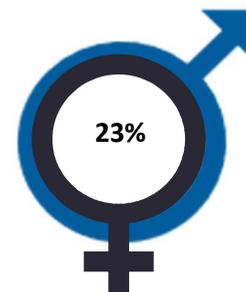


7% of workforce (80)

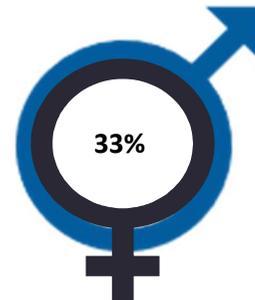


93% of workforce (1055)

Pay Analysis for all Relevant Employees



The **mean hourly rate of pay is 23%** more for males than females



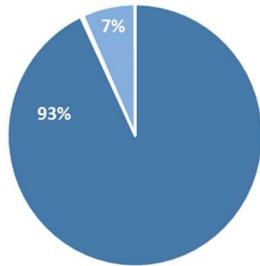
The **median hourly rate of pay is 33%** more for males than females

Since the previous reporting period, the mean pay gap has increased from 22% to 23% and the median pay gap has increased from 32% to 33%.

Pay Quartiles

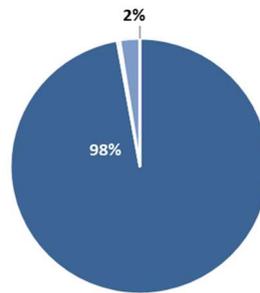
There are a number of reasons why a gender pay gap exists within the Trust and more broadly, across the education sector. There are significantly more female than male employees within the Trust at the snapshot date (93% / 7%), with many females working in a broad range of roles. Males predominately occupy full time senior leadership roles and therefore typically fall within the top of each quartile. Females tend to occupy part-time, term time only positions. This is demonstrated in the following statistics:

Lower Pay Quartile: 284 employees



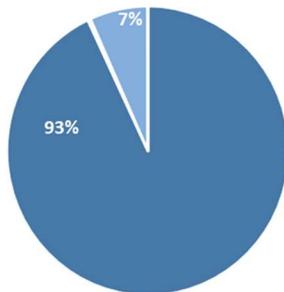
■ Female Employees ■ Male Employees

Lower-mid Pay Quartile: 283 employees



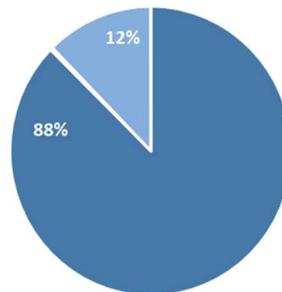
■ Female Employees ■ Male Employees

Upper-mid Pay Quartile: 284 employees



■ Female Employees ■ Male Employees

Upper Pay Quartile: 284 employees



■ Female Employees ■ Male Employees

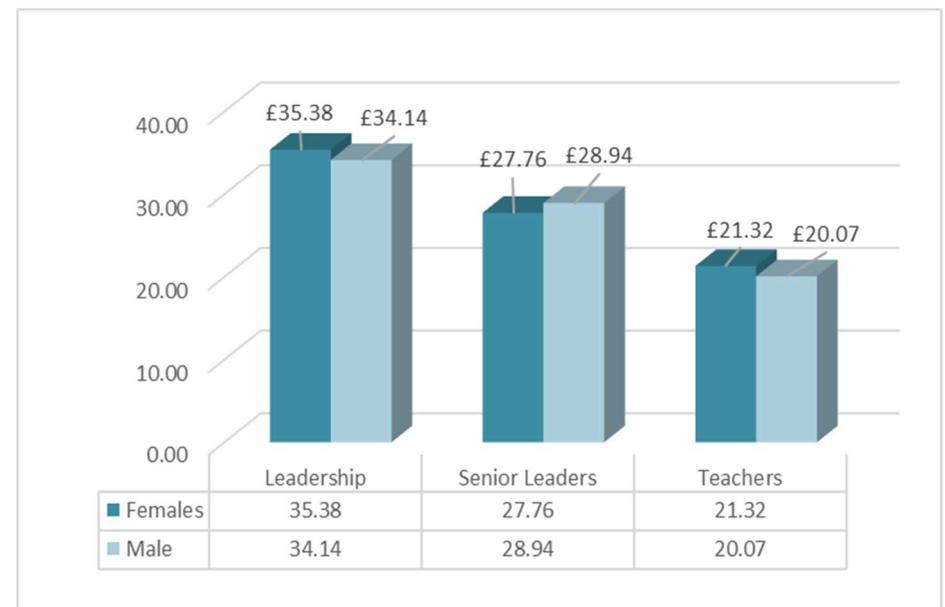
The mean pay gap in each quartile are:

Lower pay quartile	2%
Lower mid pay quartile	-1%
Upper mid pay quartile	2%
Upper pay quartile	9%

There is a reasonably even split of females occupying posts across each quartile demonstrating that opportunities do exist for females to work in, and progress to, senior leadership positions within the Trust. The majority of males employed within the trust are within the upper pay quartile.

Mean hourly rates of pay gap for Teaching Staff

- Females are paid **3.6% more** than males in leadership posts.
- Males are paid **4.25% more** than females in senior leader posts.
- Females are paid **6% more** than males in class teacher posts.



Mean hourly rates of pay gap for Support Staff



Mean hourly rates of pay gap for Support Staff

- Females are paid **28% more** than males in middle leadership posts.
- Males are paid **9.9% more** than females in all other support posts (below middle leadership).

Bonus Payments

No Trust employees received bonus pay during the reporting period.

Addressing the Gender Pay Gap

Last year (March 2019) we identified an action plan with the aim of addressing activities. We remain committed to our activities which include:

Recruitment & Retention

We continue to promote an inclusive recruitment process and have provided guidance for recruiting managers to follow, ensuring they include a gender balance throughout the process.

Transparency of pay and reward processes

We are pleased that there has been progress across the Trust to ensure all staff have an annual appraisal, aligning SMART targets with the needs of the Trust. We remain committed to ensuring we provide clarity around job families, opportunities for progression and developing talent within the Trust and will be undertaking a project to look at pay and grading for Support roles from September 2020.

In September 2018, 50% of employees appointed to senior leadership positions were female (3 males / 3 females).

In September 2019, 75% of employees appointed to senior leadership positions were female (6 females / 2 males). We remain committed to providing opportunities for professional development for individual seeking promotive and/or secondment opportunities.

In September 2019, we established an association with a SCITT provider to develop our own staff and we have delivered around 50% of their core training. This is a forerunner of use developing our own teacher training provision. For the current academic year, we are hosting 7 trainees in DEMAT schools.

Promoting Flexible Working

The Trust has a range of family friendly policies (e.g. maternity, paternity, shared parental leave, flexible working and a discretionary leave) all aimed at providing our employees with the opportunity to manage their work/life balance.