



Gender Pay Gap report for Penk Valley Academy Trust March 2020

As a public sector employer with more than 250 employees, Penk Valley Academy Trust is required to report on its gender pay gap for workers in scope on the snapshot date of 31st March 2020. Full pay employees and casual workers in post are included in these figures.

Average difference in mean hourly rate of pay	+23.6%
Average difference in the median hourly rate of pay	+11.3%
Average difference in mean bonus pay	0%
Average difference in median bonus pay	0%

What is the mean gender pay gap?

The mean gender pay gap is the difference between the average male full pay relevant employee and female full pay relevant employee hourly pay rates.

What is the median gender pay gap?

The median gender pay gap is the difference between the midpoints in the ranges of male full pay relevant employee and female full pay relevant employee hourly rates of pay.

A positive percentage figure indicates that female employees have a lower average hourly rate of pay and a negative percentage figure indicates that male employees have a lower average rate of pay.

	Male	Female
Percentage of employees who received bonus pay	0%	0%

Penk Valley Academy Trust does not pay bonuses.

Number of full pay, relevant employees within the organisation	350
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The number and percentage of employees by pay quartile	<i>Number of Male</i>	<i>Number of Female</i>	% Male	% Female
Upper Quartile	28	59	32.2%	67.8%
Upper Middle Quartile	17	71	19.3%	80.7%
Lower Middle Quartile	20	68	22.7%	77.3%
Lower Quartile	14	73	16.1%	83.9%
Overall number of full pay relevant employees	79	271	22.6%	77.4%

The number by pay quartile and as a percentage of the total	<i>Number of Male</i>	<i>Number of Female</i>	% of total Male	% of total Female
Upper Quartile	28	59	8.0%	16.9%
Upper Middle Quartile	17	71	4.9%	20.3%
Lower Middle Quartile	20	68	5.7%	19.4%
Lower Quartile	14	73	4.0%	20.8%
Overall number of full pay relevant employees	79	271	22.6%	77.4%

Closing the gender pay gap

As with most educational organisations, Penk Valley Academy Trust employs more female full pay relevant employees than male. The proportion of female staff employed in every quartile is higher than male staff with our upper quartile figures showing that over two thirds of our highest paid staff are female.

Our Gender Pay Gap figures do not represent a position of Penk Valley Academy Trust paying men more than women for doing the same job; instead the figures reflect that most of the lower paid support staff posts are part time to fit in with the length of the School day and, in many cases, work to a Term Time only pattern. We consistently find that part time, term time only roles appear to be attractive predominantly to females; our applications for posts of this nature attract significantly more female applicants than male.

All posts within Penk Valley Academy Trust sit within either the Teacher Pay scales set out in the School Teachers' Pay and Conditions Document (STPCD) and its accompanying guidance or the National Joint Council (NJC) for Local Government services as applied by Staffordshire County Council.

Salaries are paid according to grade and annual pay awards via our annual performance management and are paid irrespective of gender or any other protected characteristic. We are committed to the principle of Equal Pay for all employees.

We advertise our vacancies online via job vacancy websites as well as our own Trust and School websites. All our vacancies are open to both male and female applicants.

We will continue to recruit without bias or discrimination and will employ the most suitably qualified candidate; remuneration will be paid equally and fairly.