



*Creative
Education
Trust*

GENDER PAY GAP REPORT

1. Introduction

In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 the Trust must report its Gender Pay gap information for the period 2018 – 2019 by 31 March 2020. The data capture for this period is taken as at 31 March 2019.

The data capture only includes 'full pay relevant' employees which means that anyone who has earned less than their normal pay in the data capture period e.g. on half pay, Statutory Maternity Pay or unpaid leave would be discounted for this purpose.

In 2018 the national data indicated a gender pay gap of 16.2 % of the mean hourly pay rate and 17.3% of the median hourly pay rate. However, in the education sector there was a different picture, as illustrated below.

	Median	Mean
Education Total	25.4	17.0
Primary education	23.4	12.5
Secondary education	21.7	14.7
General secondary education	29.0	17.2
Technical and vocational secondary education	19.0	10.8
Educational support activities	34.1	20.0

A small comparison of the Queen Street Group data gives insight into the Multi-Academy Trust sector.

	Median	Mean
AET	37.7%	25.7%
Cabot	26.1%	24.5%
Ormiston	27.1%	18.8%
Oasis	21.7%	21.2%
Brooke Weston	36.1%	26.5%

2. Gender Pay Gap Data 2019

The figures for 2019 are set out below and are compared to the previous year's data. This is the format required by the government for publication.



	Gender Pay Gap 2018	Gender Pay Gap 2019
Mean hourly rate	23.4%	22.51%
Median hourly rate	33.7%	40.59%

	Male 2018	Female 2018	Male 2019	Female 2019
Upper quartile	37.6%	62.4%	35.7%	64.3%
Upper middle quartile	27.5%	72.5%	37.05%	62.95%
Lower middle quartile	17.9%	82.1%	24.8%	75.2%
Lower quartile	14.6%	85.4%	11.8%	88.2%

No employees were paid a bonus in March 2019.

3. Data Analysis

The Trust's mean gender pay gap has improved between 2018 and 2019 falling from 23.4% to 22.51%, however the gap has grown when looking at the median data.

The main reason for this change is the inclusion of four large secondary schools which joined the Trust during 2018 after the reference period of March 2018. These schools increased the staff numbers by almost 50%.

The key gender pay gap issue in the schools workforce is the large number of low paid, predominantly female workforce. With the addition of the additional schools this has reduced the median and the gap between males and females. The proportion of females in the lower quartile has increased during this period.

4. Proposed Action

The Trust has a clear commitment to equalities both in the provision of its services to students and to its staff and is committed to the reduction of the gender pay gap wherever possible.

The analysis of our workforce data to establish the trends of progression, turnover etc. is difficult given our current information sources. The Trust is committed to improving this position so that in the future it is able to undertake a more granular analysis of the workforce and target its action plan more precisely.

In addition to the systems/ data improvement the Trust will ensure that its recruitment activities are targeted to attract a broad range of applicants and to encourage those in under-represented groups. Recruitment and selection



activities will continue to be monitored to ensure that there are no biases at any stage.

The schools in the Trust have originated from a wide range of different employers and although all of them are aligned to national pay and conditions different benefits are being offered. The Trust is committed to a review of the current reward packages across the schools to ensure comparability of the benefits offered and that we are able to maximise the attractiveness of our employment offer to become an employer of choice.