



FINHAM PARK
MULTI ACADEMY TRUST

Gender Pay Gap Report – 2017

Finham Park Multi Academy Trust

Finham Park Multi Academy Trust
Torrington Avenue
Coventry
West Midlands
CV4 9WT

Tel: 024 7641 8135
Fax: 024 7684 0803
Email: executiveheadteacher@finhampark.co.uk
www.finhampark.co.uk

Executive Headteacher: Mark Bailie
Chair of Trustees: Peter Burns MBE JP





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Introduction

The Gender pay reporting regulations require employers to carry out six calculations that show the difference between the average earnings of men and women. This data should be published annually.

The Equality and Human Rights Commission defines the difference between equal pay and the gender pay gap as follows:

- Equal pay means that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010.
- The gender pay gap is a measure of the difference between men's and women's average earnings across an organization or the labour market.

Salaries at Finham Park Multi Academy Trust are determined via national evaluation schemes which evaluates the job and not the postholder. It makes no reference to gender or any other personal characteristics of existing or potential job holders. Therefore, the Trust is confident it is paying the same salary to roles of equal value.

We support the fair treatment of all staff irrespective of gender through our transparent recruitment process, pay and professional development.

The data in this report represents the gender pay gap snapshot for Finham Park Multi Academy Trust as at April 2017.

The information will be updated annually.





Gender Pay Report

Finham Park Multi Academy Trust has 354 employees and they are employed in the following staff groups:

Gender	All Staff	Admin & Support	Teaching	Management
Female	253	123	120	10
Male	101	42	49	10
Total	354	165	169	20

The gender pay gap is shown in the following table:

Staff Group	Mean Pay Gap	Median Pay Gap	Lower Quartile (%)		Middle Lower Quartile (%)		Middle Upper Quartile (%)		Upper Quartile (%)	
			Male	Female	Male	Female	Male	Female	Male	Female
All Staff	16.4% lower for females	16.63 % lower for females	19.32%	80.68%	32.58%	67.42%	26.14%	73.86%	35.96%	64.04%
Admin & Support	7.21% lower for females	4.47 % lower for females	17.07 %	82.93%	21.43%	78.57%	21.95%	78.05%	41.46%	58.54%
Teaching	1.57 % lower for females	0.10 % lower for females	30.95%	69.05%	23.26%	76.74%	30.95%	69.05%	30.95%	69.05%
Management	18.12% lower for females	0 % lower for females	20%	80%	80%	20%	40%	60%	60%	40%

No bonuses were paid to any member of staff for the reporting period.

We use payscales for all teachers that are aligned to the School Teachers Pay and Conditions document, which is reviewed on an annual basis. For administrative and support staff we use payscales set by the National Joint Council for Local Government Services. Staff move through their pay scales for their grade based on a performance management process, meaning earnings are based on performance outcomes, irrespective of gender.

Mean Rates of Hourly Pay

Group	All Staff	Admin & Support	Teaching	Management
Female	£20.45	£10.21	£28.69	£47.53
Male	£24.47	£11.01	£29.15	£58.05





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Median Rates of Hourly Pay

Group	All Staff	Admin & Support	Teaching	Management
Female	£17.03	£9.30	£30.21	£46.85
Male	£20.42	£9.73	£30.24	£46.85

Finham Park Multi Academy Trust operates as an equal opportunities employer, and does not discriminate in any way, as defined by the Equalities Act 2010 and other relevant legislation, regarding recruitment, performance management and employee career development opportunities.

Supporting Statement

I can confirm that the above information has been prepared from our payroll data on the snap shot date and fairly represents the Gender Pay Gap information for Finham Park Multi Academy Trust.

Signed:

Executive Headteacher

