



FINHAM PARK  
MULTI ACADEMY TRUST

# Gender Pay Gap Report – 2018

## Finham Park Multi Academy Trust

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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 and this is the second year of data.

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 2018.





## Gender Pay Report

Finham Park Multi Academy Trust has 426 employees and they are employed in the following staff groups:

Gender	All Staff	Admin & Support	Teaching	Management
Female	293	154	125	14
Male	133	71	53	9
<b>Total</b>	<b>426</b>	<b>225</b>	<b>178</b>	<b>23</b>

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
<b>All Staff</b>	10.76 % lower for females	6 % lower for females	30%	70%	26%	74%	32%	68%	36%	64%
<b>Admin &amp; Support</b>	6.24 % lower for females	0 % lower for females	34%	66%	30%	70%	21%	79%	40%	60%
<b>Teaching</b>	3.89 % lower for females	4 % lower for females	24%	76%	30%	70%	30%	70%	36%	64%
<b>Management</b>	31.29 % lower for females	22 % lower for females	0%	100%	50%	50%	33%	67%	80%	20%

**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	£19.13	£9.81	£27.86	£43.64
Male	£21.44	£10.47	£28.99	£63.52





*Median Rates of Hourly Pay*

Group	All Staff	Admin & Support	Teaching	Management
Female	£14.53	£9.23	£29.45	£42.36
Male	£15.67	£9.23	£30.54	£53.48

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.

Overall we have seen a reduction in gender pay gap and this has been for a number of reasons.

- The overall mean pay gap has reduced from 16.4% to 10.76% due to pay progression, internal promotion and the impact of the ongoing recruitment.
- Whilst the "Management" gender pay gap has grown this is because there are no female Head teachers within the MAT. However, the number of female Assistant Head teachers has increased. Head teacher roles rarely become available therefore it is difficult to improve this figure in the short term. The MAT will continue to work on developing senior leaders from all backgrounds to ensure a diverse workforce.
- Our overall pay gap has reduced, however, whilst the Trust has proactively looked at ways it can reduce this gap, it is heavily influenced by length of service and annual progression through an incremental scale.
- The MAT will continue to review and update recruitment practices and internal development opportunities to ensure the best person is appointed to the role.

**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**

