



FINHAM PARK
MULTI ACADEMY TRUST

Gender Pay Gap Report – 2023

Finham Park Multi Academy Trust



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Under legislation that came into force in April 2017, all UK companies with over 250 employees have been required to produce an annual report on their Gender Pay Gap for the previous year.

What is the measurement of gender pay?

The Gender pay reporting regulations require employers to carry out six calculations that show the difference between the average earnings of men and women in the workplace.

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 organisation or the labour market.

Salaries at Finham Park Multi Academy Trust are determined via national job evaluation (NJC) scheme 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 31st March 2023.



Analysis

Since publishing our last Gender Pay report, our employee headcount has decreased from 665 employees to 655, however similar to last year our workforce is made up of 70% female employees. The reduction in staff numbers has been predominately from the Admin and Support area and an increased number from last year of females on maternity leave who are removed from the calculation.

Overall, we have seen an increase in our mean pay gap and a slight decrease to our median pay gap since the last reporting period, which is predominantly down to the changing landscape of our workforce. Over-representation of women in lower paid roles (lunchtime support, cleaning, catering) continues to be a key reason for our gender gap in Admin and Support Staff roles.

Gender	All Staff 2022	All Staff 2023	Admin & Support 2022	Admin & Support 2023	Teaching 2022	Teaching 2023	Management 2022	Management 2023
Female	468	464	273	265	171	176	24	23
Male	197	191	92	88	95	89	10	14
Total	665	655	365	353	266	265	34	37



The gender pay gap is shown in the following table. The calculations make use of the two types of averages:

- A mean average involves adding up all of the numbers and dividing the result by how many numbers were on the list. This average places the same value on every number and so can be easily distorted by a small number of very high or low earners.
- A median average involves listing all of the numbers in numerical order and taking the middle number. This indicates what the 'typical' situation is, as extremes of low and high pay do not affect the median.

Staff Group	Mean Pay Gap 2022	Mean Pay Gap 2023	Median Pay Gap 2022	Median Pay Gap 2023	Lower Quartile (%) 2023		Middle Lower Quartile (%) 2023		Middle Upper Quartile (%) 2023		Upper Quartile (%) 2023	
					Male	Female	Male	Female	Male	Female	Male	Female
All Staff	14.40% Lower for females	16.92% lower for females	35.7% lower for females	33.5% Lower for females	17%	83%	33%	67%	30%	70%	38%	62%
Admin & Support	6.89% lower for females	7.35% lower for females	2.4% lower for females	6.7% lower for females	8%	92%	26%	74%	28%	72%	38%	63%
Teaching	1.35% lower for females	3.71% lower for females	1.9% lower for females	3.2% lower for females	31%	69%	27%	73%	27%	73%	48%	52%
Management	18.67% lower for females	15.96% Lower for females	5.7% lower for females	-2.4% Lower for males	40%	60%	33%	67%	33%	67%	44%	56%

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



We use pay scales 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 pay scales 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 2022	All Staff 2023	Admin & Support 2022	Admin & Support 2023	Teaching 2022	Teaching 2023	Management 2022	Management 2023
Female	£20.70	£22.61	£11.44	£12.62	£31.12	£33.60	£51.67	£53.72
Male	£24.18	£27.22	£12.29	£13.62	£31.55	£34.89	£63.53	£63.92
Difference	£3.48	£4.61	£0.85	£1.00	£0.43	£1.29	£11.86	£10.20

Median Rates of Hourly Pay

Group	All Staff 2022	All Staff 2023	Admin & Support 2022	Admin & Support 2023	Teaching 2022	Teaching 2023	Management 2022	Management 2023
Female	£13.08	£15.67	£10.42	£11.63	£32.27	£34.53	£51.96	£55.92
Male	£20.33	£23.56	£10.68	£12.45	£32.89	£35.69	£55.10	£54.62
Difference	£7.25	£7.89	£0.26	£0.82	£0.62	£1.16	£3.14	£1.30



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As an organisation we are fully committed to creating a culture which enables all employees to develop their full potential through equal access to a range of development initiatives. We also monitor our gender pay gap regularly with both our Senior Management team and Governors to ensure we are actively looking to close to gender pay gap wherever possible.

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:

CEO/ Executive Headteacher