



Pathfinder

Multi Academy Trust

Pathfinder Multi Academy Trust **Gender Pay Gap Report 2017**

Published March 2018

Gender pay gap report based on snapshot at 31 March 2017

The MAT is required by law to publish the details of its Gender Pay Gap analysis on an annual basis.

The data used is based on a snapshot of the pay situation on 31 March 2017. At that time the Pathfinder MAT was smaller than it is now and comprised of 5 schools as follows:

- 1 Archbishop Holgate's School
- 2 Badger Hill Primary School
- 3 Heworth CE Primary School
- 4 Hempland Primary School
- 5 St Lawrence's CE Primary School

The summary figures for the analysis are as follows ►

Mean Hourly Rate of Pay for Male Staff	£24.59
Mean Hourly Rate of Pay for Female Staff	£16.86
Mean Gender Pay Gap (Females are paid this percentage less than males on average)	31.4%
Median Hourly Rate of Pay (i.e. the midpoint of all hourly rates) for Male Staff	£27.80
Median Hourly Rate of Pay (i.e. the midpoint of all hourly rates) for Female Staff	£24.05
Median Gender Pay Gap (i.e. Females' midpoint hourly rate is this much lower than males' midpoint hourly rate)	13.5%
Proportion of Males in Lower Quartile	10.2%
Proportion of Females in Lower Quartile	89.8%
Proportion of Males in Lower Middle Quartile	18.4%
Proportion of Females in Lower Middle Quartile	81.6%
Proportion of Males in Upper Middle Quartile	22.7%
Proportion of Females in Upper Middle Quartile	77.3%
Proportion of Males in Upper Quartile	33%
Proportion of Females in Upper Quartile	67%

There are no figures provided for Bonus Pay as our pay arrangements do not include bonus payments for any members of staff.

Comment and Context

Whilst the Mean Gender pay Gap figure is high, it should be noted that the MAT, like the majority of schools nationally, employs far more female staff than male.

The proportion of female staff employed in every pay quartile is higher than male staff **with our upper quartile figures showing that two thirds of our highest paid staff are female.**

The mean gender pay gap figure does not represent a position of the MAT paying men more than women for doing the same job; the figure reflects, instead the make-up of our workforce as described here ►

Teachers/Support Staff Differences

The next major feature to consider is the general pay gap between staff paid as Teachers and those in support staff roles. The mechanism for paying Teachers is set out in the School Teachers Pay and Conditions Document and as an Academy the decision has been made to continue to recognise this Document, contractually. Likewise the pay and conditions of employment for support staff are in accordance with the National Joint Council for Local Government Staff.

The rates of pay for our Teachers are still based on a 9 point pay scale that staff progress within, usually annually or biannually, on the basis of performance. Pay increases within the 9 point pay scale are linked to performance and decisions on pay must be rooted in evidence.

The rates of pay for support staff are based on a 12 grade pay scale with each grade having 4 pay points. Progression is currently based on experience and staff progress by one increment annually until they reach the top of their grade.

The hourly rates for Teachers in our MAT start at £17.76. As a staff group, teachers represent 40% of our workforce but are only represented in the upper and upper middle quartiles for hourly rates of pay.

The lower and lower middle quartiles are populated solely by staff in lower paid support roles – i.e. none teaching roles such as Teaching Assistants, Administrators, Technicians and staff involved in the management of schools sites and facilities such as catering, cleaning and caretaking staff.

The majority of these roles are relatively low paid compared to teaching staff, even though as an employer we pay the Living Wage as set by the Living Wage Foundation (i.e. as at 31/3/2017 this was £8.25 per hour). These relatively low paid roles are filled, in the main, by female employees.

Comment and Context

Composition of the Workforce

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 have a working pattern known as 'Term Time Only' so that such staff are not required to work during the school holiday periods. We find that part time and term time only roles still appear to be attractive to predominantly females; our applications for posts of this nature, overwhelmingly attract female applicants rather than males.

Our Teaching workforce as at 31 March 2017 was 70% female and 30% male.

Our Support staff work force as at 31 March 2017 was 84.6% female and 15.4 % male.

As we have already seen that Teachers' hourly rates of pay start at a significantly higher level, this immediately pushes up our mean gender pay gap to 31.4% which is above the national average.

However, if we separate out teaching and support staff the mean and median gender pay gaps for each staff group are significantly lower as shown in the table.

MEAN HOURLY RATE	TEACHERS	SUPPORT STAFF
Male Staff	£34.37	£11.17
Female Staff	£28.61	£9.82
Mean Gender Pay Gap (Females are paid this percentage less than males on average)	16.77%	12.09%
MEDIAN HOURLY RATE	TEACHERS	SUPPORT STAFF
(The midpoint of all hourly rates) for Male Staff	£35.10	£11.05
(The midpoint of all hourly rates) for Female Staff	£30.38	£10.62
Median Gender Pay Gap (i.e. Females' midpoint hourly rate is this much lower than males' midpoint hourly rate)	13.46%	3.89%

As an employer the MAT is actively working on Career Path Development models for both teaching and support staff with the aim to develop as fully as possible, all of our staff. We aim to foster career and pay progression for all within the operational and budgetary constraints faced by a publicly funded organisation.