



Pathfinder

Multi Academy Trust

Pathfinder Multi Academy Trust **Gender Pay Gap Report 2019**

Published March 2020

Gender pay gap report based on snapshot at 31 March 2019

The trust 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 2019. At that time the trust comprised of 10 schools as follows:

- 1 Acomb Primary School
- 2 Archbishop Holgate's School
- 3 Badger Hill Primary School
- 4 Clifton with Rawcliffe Primary School
- 5 Hempland Primary School
- 6 Heworth CE Primary School
- 7 New Earswick Primary School
- 8 Rufforth Primary School
- 9 St Lawrence's CE Primary School
- 10 Tang Hall Primary School

The summary figures for the analysis are shown here ►

Mean Hourly Rate of Pay for Male Staff	£21.83
Mean Hourly Rate of Pay for Female Staff	£15.82
Mean Gender Pay Gap (Females are paid this percentage less than males on average)	27%
Median Hourly Rate of Pay (i.e. the midpoint of all hourly rates) for male staff	£18.75
Median Hourly Rate of Pay (i.e. the midpoint of all hourly rates) for Female Staff	£13.26
Median Gender Pay Gap (i.e. Females' midpoint hourly rate is this much lower than males' midpoint hourly rate)	43%
Proportion of Males in Lower Quartile	10%
Proportion of Females in Lower Quartile	90%
Proportion of Males in Lower Middle Quartile	14%
Proportion of Females in Lower Middle Quartile	86%
Proportion of Males in Upper Middle Quartile	21%
Proportion of Females in Upper Middle Quartile	79%
Proportion of Males in Upper Quartile	27%
Proportion of Females in Upper Quartile	73%

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 and Median Gender Pay Gap figures are 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 over two thirds of our highest paid staff are female.**

The Gender Pay Gap figures do 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.

Pay determination

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.

As pay determination is fairly rigid within the Trust it is likely that any pay differences come from the make up of the workforce rather than any difference in pay for specific jobs.

Working hours

90% of the staff in the lower quartile are female (compared to an 82% female 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.

As an employer we have made a decision to pay the Living Wage as set by the Living Wage Foundation but the majority of these roles are still relatively low paid compared to teaching staff and so will impact on the figures.

Action to address the pay gap

Recruitment

We use a number of advertising methods including the trust and school websites, social media, council services and Indeed to ensure that all roles are seen by the widest possible audience. All advertising materials are designed to remove any gender bias.

Staff development

In September 2019 we implemented a career pathways programme across the whole trust for both teaching and support staff. This has been designed to ensure that there is something appropriate for all roles and development aspirations and will allow individuals to develop their careers within the organisation.

Pathfinder is committed to the professional development of all staff and we have a bespoke programme for teaching and support staff to ensure we recruit, develop and retain the very best colleagues.

Career Pathways

For our teaching staff we have a career pathways programme which starts with Initial Teacher Training and progresses through to Executive Headteacher/CEO.

At Pathfinder we:

- create a bespoke pathway to develop each person's individual talents and ambitions.
- provide our staff with the highest quality research-proven CPD training.
- offer access to skilled leaders and mentors.
- give staff opportunities for development from Initial Teacher Training to senior management.
- provide capacity for in-school practitioners to model and coach.



Learning, Training and Development

Support staff in our schools benefit from our Learning, Training and Development programme which aims to ensure that all staff are equipped with the necessary skills, qualifications and resources to fulfil their roles to the highest standard.

At Pathfinder our support staff will:

- be confident in fulfilling all aspects of their role to the highest level.
- have an understanding of how their role fits into the wider organisation.
- act as a source of support, advice and guidance to their colleagues.
- identify any training and development needs for themselves and staff they manage.
- be guaranteed an interview for roles within the Trust if they fulfil the job criteria.
- be given support and advice to develop their skills to progress to posts at the next level.