



Gender Pay Gap Report

March, 2019

Gender Pay Gap Reporting – overview

The Government under the Equality Act 2010 (Specific Duties and Public Authorities) regulations 2017 introduced gender pay gap reporting. As The Constellation Trust has more than 250 employees we have a legal duty to report and publish data on our gender pay on The Constellation Trust website and through the Government Equalities Office.

The Trust reported for the first time in March 2018 but has now expanded and comprises of two Secondary Schools, one Pupil Referral Unit and 4 Primary Schools.

Background Information

The regulations require The Constellation Trust to report using six different measures:

Mean average gender pay gap – the difference between the mean hourly rate of pay between male and female full-pay relevant employees

Median gender pay gap – the difference between the median hourly rate of pay between male and female full-pay relevant employees

Mean bonus gap – the difference between the mean bonus pay between male and female relevant employees

Bonus proportions – the proportion of male and female relevant employees who received bonus pay

Quartile pay banks – the proportion of male and female full-pay relevant employees in each of the four quartile pay bands

Average Median and Mean Gender Hourly Rate of Pay

	Difference in Median Hourly Pay	Difference in Mean Hourly Pay
Pay Gap % difference female to male	34.8% lower	24.6% lower

Average Median and Mean Gender Bonus Pay

	Difference in Median Bonus Pay	Difference in Mean Bonus Pay
Pay Gap % difference female to male	No bonus paid	No bonus paid

Proportion of Males and Females receiving a Bonus Payment

	Proportion receiving a Bonus
Male employees (% paid a bonus compared to all male employees)	No Bonus Pay Paid
Female employees (% paid a bonus compare to all female employees)	No bonus Pay Paid

Proportion of Males and Females in each Quartile Band

	Quartile 1 (Lower)	Quartile 2 (Lower Middle)	Quartile 3 (Upper Middle)	Quartile 4 (Upper)
Male (% males to all employees in each quartile)	13.11%	20.77%	18.03%	40.88%
Female (% females to all employees in each quartile)	86.89%	79.23%	81.97%	59.02%

Summary


The Constellation Trust currently has a total of 732 employees of which 170 are males (23%) and 562 are females (77%). This split of male to female staff is common amongst the education sector. The Constellation Trust has a higher percentage of female employees, most of whom are employed in term-time only roles which attract a lower salary, such as cleaners, site staff, catering staff, lunchtime supervisors, administration staff and classroom based support staff.

The Constellation Trust committed to ensuring that male and female staff are paid the same for carrying out work of equal value, regardless of gender and we are confident, as a result of regular monitoring, that we met our equal pay obligations.

Teaching staff pay scales are aligned to the School Teachers Pay and Conditions Document which is reviewed on an annual basis by The School Teachers Review Board. Support staff salaries are paid on the National Joint Council for Local Government (NJC) pay spines, which is agreed nationally and collectively between the Local Government and the Trade Unions. All job descriptions have recently been evaluated to ensure equal pay in each role across The Constellation Trust and we advertise all vacancies with no gender bias.

The Constellation Trust will continue to ensure that our policies, procedures, recruitment practices and processes are fair and transparent for all employees and we will review them on a regular basis to ensure we promote the principles of equality and diversity.

I confirm that the information published above is accurate

Signature: 

Name: Dr Cathy Taylor

Position: Executive Head/CEO

Date: 30th March, 2019