Gender Pay Gap Report

March, 2020

(Snapshot date: 31st 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 6 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	29.7% lower	22.3% 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)	14.7%	16.2%	23.3%	36%
Female (% females to all employees in each quartile	85.3%	83.8%	76.7%	64%

Summary

The Constellation Trust currently has a total of 788 employees of which 178 are male (22.5%) and 610 are female (77.5%), this split of male to female staff is common amongst the education sector. The majority of our workforce is female and, as a Multi-Academy Trust, we are aware that we have a diverse range of roles and salary scales, some of which have very high proportions of female post holders, 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 employs more women than men in all quartiles, including a high proportion of senior leadership posts being held by women. The Constellation Trust is 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 that our policies and procedures are fair and robust and met our equal pay obligations. All vacancies are advertised with no gender bias and recruitment is based on performance and best fit for the role.

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.

The Constellation Trust have recently reviewed all policies and procedures to ensure staff are able to balance their work and home lives more effectively and to ensure we promote the principles of equality and diversity. The Constellation Trust will continue to monitor the gender pay gap information within this report and to ensure that all policies, procedures, recruitment practices and processes are fair and transparent for all employees and we will continue to review them on a regular basis.

I confirm that the information published above is accurate.

Signature: Cathy Taylor

Name: Dr Cathy Taylor

Position: Executive Head/CEO

Date: 1st March, 2020

A breakdown of the gender pay gap for individual schools within The Constellation Trust is as follows, no bonus payments have been made to any staff within each school:

Sirius Academy West

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	32.2% lower	21% lower

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)	23.5%	23.2%	27.9%	47%
Female (% females to all employees in each quartile	76.5%	76.8%	72.1%	53%

Sirius Academy North

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	39.6% lower	27% lower

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)	16.7%	18.6%	35.7%	47.6%
Female (% females to all employees in each quartile	83.3%	81.4%	64.3%	52.3%

Appleton Primary School

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	-26.8% lower	-34.2% lower

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)	0%	18.2%	9%	0%
Female (% females to all employees in each quartile	100%	81.8%	91%	100%

Bricknell Primary School

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	7.7% lower	9.8% lower

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)	9%	4.5%	9%	13.6%
Female (% females to all employees in each quartile	91%	95.5%	91%	86.4%

Francis Askew Primary School

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	11% lower	7.3% lower

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)	13.3%	13.3%	6.3%	20%
Female (% females to all employees in each quartile	86.7%	86.7%	93.7%	80%

Paisley Primary School

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	44.3% lower	25.3% lower

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)	7.7%	0%	0%	23.1%
Female (% females to all employees in each quartile	92.3%	100%	100%	76.9%

Rise Academy

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	24.3% lower	16.3% lower

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)	16.7%	16.7%	46.2%	41.7%
Female (% females to all employees in each quartile	83.3%	83.3%	53.8%	58.3%

Rokeby Primary School

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	-3% lower	-28% lower

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)	0%	16.7%	16.7%	0%
Female (% females to all employees in each quartile	100%	83.3%	83.3%	100%

Stoneferry Primary School

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	40% lower	32% lower

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)	0%	16.7%	16.7%	42.9%
Female (% females to all employees in each quartile	100%	83.3%	83.3%	57.1%