



Gender Pay Gap Report

31st March, 2022

(Snapshot date: 31st March, 2021)

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 since 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 (average) hourly rate of pay between male and female full-pay relevant employees

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

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

Median bonus gap – the difference between the median (mid-point) bonus pay between male and female relevant employees

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

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

The gender pay gap provides a snapshot of the gender pay balance within The Constellation Trust by measuring the difference between the average earnings of all male and female employees, regardless of their role within the organisation.

The gender pay gap is represented as a percentage difference between the average pay of male and female employees.

The Constellation Trust does not pay bonuses to their employees, therefore the statutory calculations of mean bonus gender pay gap, median gender pay gap and the proportion of males and females receiving a bonus payment are not applicable.

The Constellation Trust

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	23% 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)	10%	14.6%	24.4%	32.8%
Female (% females to all employees in each quartile)	90%	85.4%	75.6%	67.2%

Summary

The Constellation Trust currently has a total of 735 employees of which 150 are male (20.4%) and 585 are female (79.5%), compared to 21.4% male and 78.6% female in 2020. This split of male to female staff is common amongst the education sector. The majority of our workforce is female and, as a 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. However, the gender split is less in the upper quartile (67.2% female) than the lower quartile (90% female).

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. The lowest earning full-time teacher is on main pay range M1 and their annual salary is currently £25,714. Support staff salaries are aligned to the National Joint Council for Local Government (NJC) pay spines, which is agreed nationally and collectively between the Local Government and the Trade Unions. In comparison, the lowest earning full-time support staff (excluding apprentices) is paid on Grade 1, Point 1 which has an annual salary of £17,842.

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. The Constellation Trust has an effective recruitment process in place to ensure that the best talent is secured, regardless of gender or other protected characteristics. Appropriate training is undertaken by managers who are involved in recruitment to ensure consistency, fairness and non-discriminatory processes are followed. All vacancies are advertised with no gender bias and all job descriptions have been re-evaluated to ensure there is no variation in pay in each role across The Constellation Trust.

The Constellation Trust have recently reviewed all policies and procedures to ensure they are fair and robust and staff are able to balance their work and home lives more effectively. The Constellation Trust continues to operate as an equal opportunities employer and is committed to ensuring that we act fairly, ethically and equitably in all that we do by embedding a supportive, inclusive culture and increasing the diversity of its employees in all areas.

The Constellation Trust will continue to monitor the gender pay gap information within this report and ensure that all policies, procedures, recruitment practices and processes are consistent and transparent for all employees. We will continue to review them on a regular basis and look to extend it further to incorporate all aspects of equality in the workplace.

I confirm that the information published above is accurate.

Signature: 

Name: Dr Cathy Taylor

Position: Executive Head/CEO

Date: 1st March, 2022

A breakdown of the gender pay gap for individual schools within The Constellation Trust is as follows:

Sirius Academy West

Average Median and Mean Gender Hourly Rate of Pay – March 2021

	Difference in Median Hourly Pay	Difference in Mean Hourly Pay
Pay Gap % difference female to male	15.3% lower	18.8% lower

Average Median and Mean Gender Hourly Rate of Pay – March 2020

	Difference in Median Hourly Pay	Difference in Mean Hourly Pay
Pay Gap % difference female to male	12.9% lower	14.1% lower

Average Median and Mean Gender Hourly Rate of Pay – March 2019

	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 – March 2021

	Quartile 1 (Lower)	Quartile 2 (Lower Middle)	Quartile 3 (Upper Middle)	Quartile 4 (Upper)
Male (% males to all employees in each quartile)	15%	22.9%	26.2%	39.3%
Female (% females to all employees in each quartile)	85%	77.1%	73.8%	60.7%

Proportion of Males and Females in each Quartile Band – March 2020

	Quartile 1 (Lower)	Quartile 2 (Lower Middle)	Quartile 3 (Upper Middle)	Quartile 4 (Upper)
Male (% males to all employees in each quartile)	20%	24.3%	27.1%	35.7%
Female (% females to all employees in each quartile)	80%	75.7%	72.9%	64.3%

Proportion of Males and Females in each Quartile Band – March 2019

	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 – March 2021

	Difference in Median Hourly Pay	Difference in Mean Hourly Pay
Pay Gap % difference female to male	36% lower	30.4% lower

Average Median and Mean Gender Hourly Rate of Pay – March 2020

	Difference in Median Hourly Pay	Difference in Mean Hourly Pay
Pay Gap % difference female to male	40.6% lower	29.1% lower

Average Median and Mean Gender Hourly Rate of Pay – March 2019

	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 – March 2021

	Quartile 1 (Lower)	Quartile 2 (Lower Middle)	Quartile 3 (Upper Middle)	Quartile 4 (Upper)
Male (% males to all employees in each quartile)	2.7%	29.7%	32.4%	45.9%
Female (% females to all employees in each quartile)	97.3%	70.3%	67.6%	54.1%

Proportion of Males and Females in each Quartile Band – March 2020

	Quartile 1 (Lower)	Quartile 2 (Lower Middle)	Quartile 3 (Upper Middle)	Quartile 4 (Upper)
Male (% males to all employees in each quartile)	7.3%	26.8%	35%	47.5%
Female (% females to all employees in each quartile)	92.7%	73.2%	65%	52.5%

Proportion of Males and Females in each Quartile Band – March 2019

	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 – March 2021

	Difference in Median Hourly Pay	Difference in Mean Hourly Pay
Pay Gap % difference female to male	8.1% lower	-29.4% lower

Average Median and Mean Gender Hourly Rate of Pay – March 2020

	Difference in Median Hourly Pay	Difference in Mean Hourly Pay
Pay Gap % difference female to male	2.2% lower	-23.1% lower

Average Median and Mean Gender Hourly Rate of Pay – March 2019

	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 – March 2021

	Quartile 1 (Lower)	Quartile 2 (Lower Middle)	Quartile 3 (Upper Middle)	Quartile 4 (Upper)
Male (% males to all employees in each quartile)	10%	10%	18%	0%
Female (% females to all employees in each quartile)	90%	90%	82%	100%

Proportion of Males and Females in each Quartile Band – March 2020

	Quartile 1 (Lower)	Quartile 2 (Lower Middle)	Quartile 3 (Upper Middle)	Quartile 4 (Upper)
Male (% males to all employees in each quartile)	9%	9%	18.2%	0%
Female (% females to all employees in each quartile)	91%	91%	81.8%	100%

Proportion of Males and Females in each Quartile Band – March 2019

	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 – March 2021

	Difference in Median Hourly Pay	Difference in Mean Hourly Pay
Pay Gap % difference female to male	16.8% lower	-3.8% lower

Average Median and Mean Gender Hourly Rate of Pay – March 2020

	Difference in Median Hourly Pay	Difference in Mean Hourly Pay
Pay Gap % difference female to male	13.8% lower	2.26% lower

Average Median and Mean Gender Hourly Rate of Pay – March 2019

	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 – March 2021

	Quartile 1 (Lower)	Quartile 2 (Lower Middle)	Quartile 3 (Upper Middle)	Quartile 4 (Upper)
Male (% males to all employees in each quartile)	10%	5%	10%	10%
Female (% females to all employees in each quartile)	90%	95%	90%	90%

Proportion of Males and Females in each Quartile Band – March 2020

	Quartile 1 (Lower)	Quartile 2 (Lower Middle)	Quartile 3 (Upper Middle)	Quartile 4 (Upper)
Male (% males to all employees in each quartile)	13%	4.4%	8.7%	13%
Female (% females to all employees in each quartile)	87%	95.6%	91.3%	87%

Proportion of Males and Females in each Quartile Band – March 2019

	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 – March 2021

	Difference in Median Hourly Pay	Difference in Mean Hourly Pay
Pay Gap % difference female to male	-12.3% lower	-3% lower

Average Median and Mean Gender Hourly Rate of Pay – March 2020

	Difference in Median Hourly Pay	Difference in Mean Hourly Pay
Pay Gap % difference female to male	-23.4% lower	-14.2% lower

Average Median and Mean Gender Hourly Rate of Pay – March 2019

	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 – March 2021

	Quartile 1 (Lower)	Quartile 2 (Lower Middle)	Quartile 3 (Upper Middle)	Quartile 4 (Upper)
Male (% males to all employees in each quartile)	21.4%	14.3%	7%	14.3%
Female (% females to all employees in each quartile)	78.6%	85.7%	93%	85.7%

Proportion of Males and Females in each Quartile Band – March 2020

	Quartile 1 (Lower)	Quartile 2 (Lower Middle)	Quartile 3 (Upper Middle)	Quartile 4 (Upper)
Male (% males to all employees in each quartile)	6.7%	20%	13.3%	6.7%
Female (% females to all employees in each quartile)	93.3%	80%	86.7%	93.3%

Proportion of Males and Females in each Quartile Band – March 2019

	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 – March 2021

	Difference in Median Hourly Pay	Difference in Mean Hourly Pay
Pay Gap % difference female to male	41% lower	22.8% lower

Average Median and Mean Gender Hourly Rate of Pay – March 2020

	Difference in Median Hourly Pay	Difference in Mean Hourly Pay
Pay Gap % difference female to male	48.1% lower	27.4% lower

Average Median and Mean Gender Hourly Rate of Pay – March 2019

	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 – March 2021

	Quartile 1 (Lower)	Quartile 2 (Lower Middle)	Quartile 3 (Upper Middle)	Quartile 4 (Upper)
Male (% males to all employees in each quartile)	16.6%	0%	23.1%	25%
Female (% females to all employees in each quartile)	83.3%	100%	76.9%	75%

Proportion of Males and Females in each Quartile Band – March 2020

	Quartile 1 (Lower)	Quartile 2 (Lower Middle)	Quartile 3 (Upper Middle)	Quartile 4 (Upper)
Male (% males to all employees in each quartile)	15.4%	0%	0%	30.8%
Female (% females to all employees in each quartile)	84.6%	100%	100%	69.2%

Proportion of Males and Females in each Quartile Band – March 2019

	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 – March 2021

	Difference in Median Hourly Pay	Difference in Mean Hourly Pay
Pay Gap % difference female to male	18.3% lower	20.2% lower

Average Median and Mean Gender Hourly Rate of Pay – March 2020

	Difference in Median Hourly Pay	Difference in Mean Hourly Pay
Pay Gap % difference female to male	22.3% lower	15.2% lower

Average Median and Mean Gender Hourly Rate of Pay – March 2019

	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 – March 2021

	Quartile 1 (Lower)	Quartile 2 (Lower Middle)	Quartile 3 (Upper Middle)	Quartile 4 (Upper)
Male (% males to all employees in each quartile)	15.4%	7.7%	35.7%	46.2%
Female (% females to all employees in each quartile)	84.6%	92.3%	64.3%	53.8%

Proportion of Males and Females in each Quartile Band – March 2020

	Quartile 1 (Lower)	Quartile 2 (Lower Middle)	Quartile 3 (Upper Middle)	Quartile 4 (Upper)
Male (% males to all employees in each quartile)	18.2%	25%	33.3%	41.7%
Female (% females to all employees in each quartile)	81.8%	75%	66.7%	58.3%

Proportion of Males and Females in each Quartile Band – March 2019

	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 – March 2021

	Difference in Median Hourly Pay	Difference in Mean Hourly Pay
Pay Gap % difference female to male	-21.9% lower	-52.4% lower

Average Median and Mean Gender Hourly Rate of Pay – March 2020

	Difference in Median Hourly Pay	Difference in Mean Hourly Pay
Pay Gap % difference female to male	-21.9% lower	-64.5% lower

Average Median and Mean Gender Hourly Rate of Pay – March 2019

	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 – March 2021

	Quartile 1 (Lower)	Quartile 2 (Lower Middle)	Quartile 3 (Upper Middle)	Quartile 4 (Upper)
Male (% males to all employees in each quartile)	14.3%	0%	0%	0%
Female (% females to all employees in each quartile)	85.7%	100%	100%	100%

Proportion of Males and Females in each Quartile Band – March 2020

	Quartile 1 (Lower)	Quartile 2 (Lower Middle)	Quartile 3 (Upper Middle)	Quartile 4 (Upper)
Male (% males to all employees in each quartile)	0%	14.3%	0%	0%
Female (% females to all employees in each quartile)	100%	85.7%	100%	100%

Proportion of Males and Females in each Quartile Band – March 2019

	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 – March 2021

	Difference in Median Hourly Pay	Difference in Mean Hourly Pay
Pay Gap % difference female to male	45.5% lower	45.2% lower

Average Median and Mean Gender Hourly Rate of Pay – March 2020

	Difference in Median Hourly Pay	Difference in Mean Hourly Pay
Pay Gap % difference female to male	45.6% lower	36% lower

Average Median and Mean Gender Hourly Rate of Pay – March 2019

	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 – March 2021

	Quartile 1 (Lower)	Quartile 2 (Lower Middle)	Quartile 3 (Upper Middle)	Quartile 4 (Upper)
Male (% males to all employees in each quartile)	0%	0%	28.6%	33.3%
Female (% females to all employees in each quartile)	100%	100%	71.4%	66.7%

Proportion of Males and Females in each Quartile Band – March 2020

	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%	50%
Female (% females to all employees in each quartile)	100%	83.3%	83.3%	50%

Proportion of Males and Females in each Quartile Band – March 2019

	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%

