

drb Ignite Multi-Academy Trust

Statutory Gender Pay Gap Report

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INTRODUCTION

1. We are an employer required by law to carry out Gender Pay Gap Reporting under the Equalities Act 2010 (Gender Pay Gap Information) Regulations 2017.
2. All companies with 250 or more employees now must publish their gender pay gap under new legislation that came into force in April 2017. Employers must publish the gap in pay between men and women on both a median basis (pay per hour based on the person *in the middle* of the distribution of pay) and a mean basis (average hourly salary). In addition, employers must show the distribution of gender by pay quartile – in other words splitting the workforce into four groups based on their pay and showing the proportion of men and women in each group. Employers also must show percentages of staff receiving bonuses by gender and the gender gap on bonuses.
3. The drb Ignite Multi Academy Trust welcomes and supports gender pay gap reporting.
4. This Report provides both the statutory disclosures needed, as well as further context around gender pay at the Trust.

CONTEXT

5. The gender pay gap is the difference between the hourly rate of pay of male employees and female employees (as set out in the regulations), expressed as a percentage of the hourly pay rate of the male employees. The gender pay gap is reported on both a mean (average) and median (mid-point on a distribution) basis.
6. Nationally, the gender pay gap is 18.4% (Office of National Statistics 2017). Nationally, one of the main reasons for the gender pay gap is more men are likely to hold senior positions. This is not the case with the drb Ignite Multi Academy Trust which has a significantly higher proportion of women in the upper quartile of pay.
7. Differentials in gender pay across the workforce are different from ensuring equal pay. UK law has, since the 1970s, prohibited paying different amounts to men and women who are doing *like work*, *work of equal value* or *work rated as equivalent* unless there is a *genuine material factor*, for the difference.

GENDER AT THE DRB IGNITE MULTI ACADEMY TRUST (AT 31st March 2017)

8. Overall the Trust has a 91.68% female and 8.32% male workforce. The percentage of female members of staff is higher at the lower grades of the organisation. Within the lowest quartile of pay grades, the Trust has an 95.28% female / 4.72% male mix. Moving to the highest quartile, this mix changes to 91.20% female / 8.80% male.
9. The overall gender pay gap as at 31st March 2017 is 17.19% on a median basis, compared to the UK median, which is reported by the Office of National Statistics as 18.4%.

STATUTORY DISCLOSURES

10. The tables below show the overall median and mean gender pay gap and other data needed by statute, based on the hourly rates of pay to those employed on the snapshot day of 31st March 2017.
11. The drb Ignite Multi Academy Trust has adopted the Local Authority conditions of employment, including pay, which are determined by national negotiating bodies for teachers, local government employees (support staff) and by local consultation.
12. Teaching and non-teaching roles have a salary grade which is determined following a job evaluation and is performance related for pay progression. As an employer the Trust is committed to the principals of paying men and women equally for undertaking the same work.

Difference in mean and median hourly rate of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference male to female	18.63%	17.19%

Difference in mean and median bonus pay

	Difference in the mean bonus pay	Difference in the median bonus pay
Pay gap. % difference male to female	Not applicable	Not applicable

Proportion of male and female employees who were paid bonus pay

	Proportion receiving a bonus
Male employees (% paid a bonus compared to all male employees)	Not applicable
Female employees (% paid a bonus compared to all female employees)	Not applicable

Proportion of male and female employees according to quartile pay bands


Quartile	Quartile 1.	Quartile 2.	Quartile 3.	Quartile 4.
	Lower	Lower/Middle	Upper/Middle	Upper
Male (% males to all employees in each quartile)	4.72 %	5.51 %	14.29 %	8.80 %
Female (% females to all employees in each quartile)	95.28 %	94.49 %	85.71 %	91.20 %

TRUST LEADERSHIP RESPONSE

13. drb Ignite Multi Academy Trust is committed to equality of opportunity in employment and has adopted the model policy produced by the Local Authority's in support of this which can be viewed by all employees. The Trust aims are to recruit, retain and develop employees based on merit, competence and potential. The Trust is committed to promoting a positive work environment for all employees and ensuring employees are given every opportunity to fulfill their potential.

14. The Trust recognises its responsibilities and will continue to:

- Encourage male employees to apply for roles, and ensure they are not discouraged in their applications.
- Ensure all job roles are advertised to prevent any potential for gender bias and to give opportunities for all employees to progress through the grades.

Supporting statement	I confirm that the information published here is correct.
Name	David Sheldon
Job Title	Chair, drb Ignite Multi Academy Trust
Signature	
Date	November 2018

Change Management

Issue No.:	Change date:	Change description:
1.0	Mar'18	Initial release
2.0	Nov'18	Rebranded, Chair signature added

Background papers

<http://www.acas.org.uk/index.aspx?articleid=5768>

<https://visual.ons.gov.uk/the-gender-pay-gap-what-is-it-and-what-affects-it/>

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/annualsurveyofhoursandearnings/2017provisionaland2016revisedresults>

