

Gender Pay Gap Report 2017

Truro and Penwith Academy Trust as an employer are required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation. We are required to publish the results on our own website and a government website. We will do this within one calendar year of April 5th 2017.

We can use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.

The results for the statutory calculations are:

Pay quartiles by gender			
Mean Gender Pay Gap: 27.3%		Median Gender Pay Gap: 43.5%	
Band	Males	Females	Description
A Lower Pay	11%	88.9%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B Lower Middle	24.3%	75.7%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C Middle Pay	34.8%	65.2%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D Upper Pay	0%	100%	Includes all employees whose standard hourly rate places them above the upper quartile

Notes. 1. The, mean or median, average salaries were calculated using an hourly rate of pay, which is calculated with a pay factor. This pay factor will reduce the actual salary

compared to that of a Full-Time Equivalent (FTE) contract by the number of weeks paid (including holiday entitlement) per year and the number of hours worked per week compared to FTE.

No bonus payments were awarded in the snapshot period, as such there is no data to report for these categories.

Supporting Statement and Narrative

Truro and Penwith Academy Trust operates as an equal opportunities employer, and does not discriminate in any way (as defined by the Equalities Act 2010 and other relevant legislation), regarding recruitment, performance management and employee career development opportunities.

All employees are given equal treatment, regardless of gender, in terms and conditions of their employment contract if they are employed to do:-

- 'like work' – work that is the same or broadly similar
- Work found to be of equal value in terms of effort, skill or decision making

The trust recruits to oppose gender specific roles and has employees in roles that are nationally considered gender biased.

The majority of roles in the trust are part-time, either aligning closely with the hours of attendance of pupils or for part of that time. This not only includes the number hours per week but also the number of weeks worked each year. Whilst this will impact on the average salaries, it is a factor that influences the decision of applicants and the continuation of employment from staff.

The Board of Trustees reviewed this data and will consider regularly the progress made on reducing the gender pay gap.

Dr Jennifer Blunden

Chief Executive

Truro and Penwith Academy Trust