

Gender Pay Gap Report 2018

Introduction

The Park Federation Academy Trust, in accordance with the Equality act 2010 (Gender Pay Gap Information) Regulation 2017, is required to demonstrate how large the pay gap is between male and female staff.

The overall gender pay gap is defined as the difference between the mean (average) or median (actual midpoint) hourly rate of pay of male and female employees. The results of these statutory calculations across all staff across all eight schools in the Trust, based on pay data at 31 March 2018, are as follows:

Statutory Disclosures

Mean Gender Pay Gap

The difference between the mean hourly rate of pay that a male and female full relevant employee receives is 28.6%

Median Pay Gap

The difference between the median hourly rate of pay that a male and female full pay relevant employees receive is 30.7%

Mean Bonus Gap

The difference between the mean bonus rate of pay that male and female full pay relevant employees receive is 84.2%

Median Bonus Gap

The difference between the median bonus pay that male and female full pay relevant employees receive is 77.9%

The proportion of Males and Females receiving a Bonus Payment.

During the 12 month period ending with the snapshot date 6.1% of male relevant employees and 1.6% of female relevant employees received a bonus payment.

The proportion of Males and Females in each Quartile Pay Band.

Gender	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Female	98.3%	92.6%	88.4%	85.1%
Male	1.7%	7.4%	11.6%	14.9%

Supporting statement

The Park Federation Trust Academy 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.

The majority of staff roles in the Trust are part-time, either aligning closely to the hours of attendance of pupils or for part of that time. This includes the number of hours worked per week and also the number of weeks worked per year. Whilst this impacts on average salaries, the family friendly employment opportunities offered by the Trust influence the decision of applicants and the continuation of employment of our (predominantly female) staff.

The overall gender pay gap therefore reflects workforce composition and personal working pattern choices rather than gender pay inequality. The Trustees have reviewed this data and will consider the progress made on reducing the Gender Pay Gap.



Dr. Martin Young

Chief Executive Officer