



The Pathway Academy Trust: Gender Pay Gap Reporting 2019

The Pathway Academy Trust, in accordance with legislation, is required to publish information to demonstrate how large the pay gap is between our male and female employees.

The snapshot date for collection of data is 31st March 2019.

The results of these statutory calculations are:

Hourly Rate

The difference in the mean hourly rate of pay that male and female full pay relevant employees receive is 23.8%.

The difference in the median hourly rate of pay that male and female full pay relevant employees receive is 43.1%.

Bonus Pay

| | | |
|--|----------------|-------------|
| Percentage of employees who received bonus pay | Male 0.0% | Female 1.4% |
| Difference in mean bonus pay | Not applicable | |
| Difference in median bonus pay | Not applicable | |

Proportion of Males and Females in each Pay Quartile

| | Lower Quartile | Lower Middle Quartile | Upper Middle Quartile | Upper Quartile |
|---------------|----------------|-----------------------|-----------------------|----------------|
| Female | 95.5% | 94.0% | 88.1% | 86.6% |
| Male | 4.5% | 6.0% | 11.9% | 13.4% |

Supporting Narrative

The Pathway Academy Trust currently comprises three primary schools, one infant school, one junior school, and a small central team.

The Trust is committed to the promotion of equality of opportunity and choice for all its employees. It supports the fair treatment of all staff, irrespective of gender or any other protected characteristic, through transparent recruitment processes, pay policies and professional development. All teaching and teaching leadership posts are aligned to nationally-agreed pay scales within the School Teacher Pay and Conditions Document, and all support staff follow the Kent Range pay scales. Both sets of pay scales are reviewed annually, and male and female staff are paid within the same pay band for the same or equivalent job. The Trust's robust appraisal process means that earnings are determined by performance outcomes, irrespective of gender.

Bonus payments do not form a significant part of the Trust's pay and reward strategy, which is why the proportion of those receiving a bonus is low.

The Pathway Academy Trust supports staff with a number of flexible working provisions such as part-time working, which our (predominantly female) employees choose to take advantage of. In this analysis, there were 267 full pay relevant employees, of which 24 were men and 243 were women. The vast majority of roles with lower hourly rates, such as teaching assistants, cleaners and midday supervisors, are filled by women. This significantly affects the gap between both the mean and median hourly rates of pay for men and women.

This gender pay gap analysis therefore reflects the composition of our workforce rather than pay inequalities, and is in line with many other education settings.

The Trust Board will review this at least annually and will consider the progress made on reducing the gender pay gap. The Trust recognises that its scope to act is limited in some areas (it has, for example, no direct control over whether men or women have breaks from work that may affect their career progression). However, the Trust remains committed to operating as an equal opportunities employer and not discriminating in any way regarding recruitment, performance management and career development opportunities.

I can confirm that the information collated in the report has been drawn from our payroll providers and is an accurate reflection of the position relating to gender pay in our Trust.



Mrs Ruth Doughty
Chief Executive Officer
The Pathway Academy Trust