



Pegasus Academy Trust Gender Pay Gap Report – Snapshot Date 5th April 2018

1. Introduction

- 1.1 The Pegasus Academy Trust have 441 staff on payroll (excluding casual staff) as of the report date. These are made up of 396 female staff and 45 male staff. Therefore 90% of staff are female and 10% are male.
- 1.2 The report is split into the following sections and will be dealt with in turn:
 2. All Staff Mean & Median Data
 3. All Staff Quartile Data
 4. Teaching Staff Mean & Median Data
 5. Teaching Staff Quartile Data
 6. Support Staff Mean & Median Data
 7. Support Staff Quartile Data
- 1.3 The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 requests employers to publish information on their mean and median bonus pay gaps as well as show the proportion of males and females receiving a bonus payment. This data has not been included as bonus payments are not made by the Trust.

2. All Staff Mean & Median Data

- 2.1 The Gender Pay Gap Report shows that the average (or mean) rate of base pay for female staff is £24,892.84 per annum compared to £28,669.24 per annum for male staff.
- 2.2 Therefore, the Gender Pay Gap for the average rate of base pay across the Trust between male and female staff is 13.17%.
- 2.3 The report also shows that the median rate of base pay for female staff is £19,623 per annum, which is significantly less than the median rate of pay for male staff, which is £24,510 per annum.
- 2.4 Therefore, the Gender Pay Gap for the median rate of base pay across the Trust between males and female staff is 19.94%.

3. All Staff Quartile Data

- 3.1 The regulations ask employers to show their proportion of males and females in each quartile pay band. These are as follows:
- 3.2 **First and Third Quartiles:** Female 91%
Male 9%

Second Quartile:	Female 94%
	Male 6%
Fourth Quartile	Female 84%
	Male 16%
- 3.3 In the fourth quartile the proportion of male staff earning a higher rate of pay increases and for female staff starts to decrease.

4. Teaching Staff Mean & Median Data

- 4.1 There are 124 teaching staff of which 105 are female and 19 are male. This equates to 85% female staff and 15% male staff.
- 4.2 Our data shows that the average (or mean) rate of base pay for female teaching staff is £38,018.38 per annum compared to £39,667.53 per annum for male teaching staff. Therefore, the Gender Pay Gap for the average rate of base pay between male and female teaching staff is 4.16%.
- 4.3 Our data also shows that the median rate of base pay for both female and male teaching staff is the same at £37,645 per annum and as such, there is no Gender Pay Gap.

5. Teaching Staff Quartile Data

- 5.1 The proportion of male and female teaching staff in each quartile pay band are as follows:

First Quartile: Female 84%
Male 16%

Second Quartile: Female 90%
Male 10%

Third Quartile: Female 87%
Male 13%

Fourth Quartile Female 77%
Male 23%

6. Support Staff Mean & Median Data

- 6.1 The number of support staff data employed is 317. 291 are female and 26 are male. This equates to 92% female staff and 8% male staff.
- 6.2 The data shows that the average (or mean) rate of base pay for female support staff is £20,156.82 per annum compared to £20,632.04 per annum for male support staff.
- 6.3 Therefore, the Gender Pay Gap for the average rate of base pay between male and female support staff is 2.30%.
- 6.4 The data also shows that the median rate of base pay for both female and male support staff is the same at £18,396 per annum and as such, there is no Gender Pay Gap.

7. Support Staff Quartile Data

- 7.1 The proportion of male and female support staff in each quartile pay band are as follows:

First Quartiles: Female 99%
Male 1%

Second Quartile: Female 89%
Male 11%

Third Quartile: Female 91%
Male 9%

Fourth Quartile Female 89%
Male 11%

8. Observations

- 7.1 There is a 19.94% difference in the median pay for all female and male staff pay across the Trust. The reason for this disparity is that there are proportionately less males than females and as such, the number of values chosen for the median is more limited in the male cohort, therefore the median figures appear higher. This is supported by the fact that there is a 0% median difference between females and males when reviewing the specific teaching and support staff data.
- 7.2 There is a 13.17% difference in the main (average) pay for all female and male staff pay across the Trust. The differences in the specific teaching and support staff data are 4.16% for teaching staff and 2.3% for support staff.

The explanations for this are:

- a) As explained above, the number of values the mean is based on significantly less in the male cohort and therefore the mean figures appear higher.
- b) There are less males in lower levels jobs such as Midday Supervisors and Teaching Assistants.
- c) On the teaching staff data there are more unqualified female teachers earning lower salaries than males.
- d) There are less male teachers on the leadership teaching pay ranges than females.