



Gender Pay Gap Report

Introduction

This report contains the CIT standard disclosure of the gender pay gap for the Multi-Academy Trust.

Following the introduction of the gender pay gap legislation, all companies with 250 or more employees are required to publish their gender pay gap information.

The legislation requires employers to 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). Additionally, employers are required to disclose the distribution of gender by pay quartiles by splitting the workforce into four groups based on their pay, and showing the proportion of men and women in each group. Employers are also required to disclose percentages of staff receiving bonuses by gender and the gender gap on bonuses.

CIT is an equal opportunities employer and welcomes and supports gender pay gap reporting, albeit not immune to broader societal issues affecting women in the workforce.

This report provides both the statutory disclosures required, as well as further context around gender pay at the Trust.

CIT Snapshot Report as at 31/03/2018

1. Overall the Trust has a 82.7% female and 17.3% male workforce. The percentage of female members of staff is higher at the lower grades of the organisation, with increasing percentages of men at higher grades. Within the lowest quartile of our pay grades, the Trust has an 89.8% female / 10.2% male mix. As we move to the highest quartile, this mix moves to 70.7% female / 29.3% male.
2. The overall gender pay gap as at 31 March 2018 is 3.1% higher than men's pay on a median basis, compared to the UK median, which is reported by the Office of National Statistics as 18.4% less than men.

- CIT believes the higher proportion of women being in the lower quartile is a consequence of more women holding teaching and support roles within the Trust. Such structural demographics are recognised by the UK government as being the single most significant factor in the overall gender pay gap. It may be considered that male workers are under-represented within support and teaching roles.

Statutory disclosures

- The tables below show the overall median and mean gender pay gap and other data required by statute, based on the hourly rates of pay to those employed on the snapshot day of 31 March 2018.
- As explained above, the analysis of our gender pay gap data shows that almost the entirety of the pay gap has arisen because we have a relatively higher proportion of women in support roles.

Difference in mean and median hourly rate of pay

Proportion of male and female employees according to quartile pay bands

	Quartile 1. Lower	Quartile 2. Lower middle	Quartile 3. Upper middle	Quartile 4. Upper
Male (% males to all employees in each quartile)	10.2%	11.4%	16.1%	29.3%
Female (% females to all employees in each quartile)	89.8%	88.6%	83.9%	70.7%

To note: No bonuses were paid to any members of staff during the reporting period.

Trust Response

- The Trust has considered its data on gender and pay rates, noting that the reasons for pay differentials are a consequence of the types of occupation held within the trust. The Trust recognise the difference in the upper quartile which reflects a significantly higher proportion of women holding the associated managerial positions, which is higher than the current UK average.
- However, the Trust also recognise that there are significantly higher proportions of

women working within CIT, especially within the lower quartile group. As such, males may be considered to be under represented within the teaching and support occupation within the trust. This may be a consequence of:

- The sector not attracting male workers to those positions.
- More part time roles which are associated with childcare/work balance.

(confirmed as a current issue by the Office from National Statistics).

The Trust seeks to maximise opportunities for all employees, regardless of gender, through inclusive flexible working policy and recruitment processes which apply at all organisational levels.

It is pleasing that there are no issues around equal pay, with men and women within each quartile earning within pence of each other. Further, increases to the Living Wage will narrow pay differentials in time.

Whilst understanding that these issues face all companies and the education sector in particular, the Trust recognises its responsibilities and will continue to:

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

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>

Supporting Statement

I confirm that the above information has been prepared from our payroll data on the snapshot date required and fairly presents the Gender Pay Gap Information for The Community Inclusive Trust Academies.

Signed: Peter Bell, CEO

09 April 2018



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