



## Gender Pay Gap – Castleford Academy Trust

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### Trust data

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, and as an employer with over 250 employees, Castleford Academy Trust is required to measure and report on the gender pay gap in the organisation. The data capture date is 31 March 2020.

Under the regulations there is a requirement to report on the following six measures:

- Mean gender pay gap in hourly pay
- Mean bonus gender pay gap (if relevant)
- Proportion of males and females receiving a bonus payment (if relevant)
- Median gender pay gap in hourly pay
- Median bonus gender pay gap (if relevant)
- Proportion of males and females in each pay quartile

#### All employees

	% split	Mean Pay Gap	Median Pay Gap	Upper Quartile	Upper-Middle Quartile	Lower-Middle Quartile	Lower Quartile
Female	84%	36% lower	55% lower	71.1%	71.1%	93.3%	98.9%
Male	16%			28.9%	28.9%	6.7%	1.1%

- Bonus payments  
No bonuses were paid to any members of staff

#### Teaching

	% split	Mean Pay Gap	Median Pay Gap	Upper Quartile	Upper-Middle Quartile	Lower-Middle Quartile	Lower Quartile
Female	68%	0.4% higher	2.1% lower	59.4%	75.0%	78.8%	58.8%
Male	32%			40.6%	25.0%	21.2%	41.2%

#### Support staff

	% split	Mean Pay Gap	Median Pay Gap	Upper Quartile	Upper-Middle Quartile	Lower-Middle Quartile	Lower Quartile
Female	93%	21% lower	22% lower	80.7%	91.2%	98.2%	100.0%
Male	7%			19.3%	8.8%	1.8%	0.0%

### Key Findings

- Within the teaching group females earn 0.4% more than males
- Within the support staff group females earn 21% less than males



Castleford Academy Trust is committed to the promotion of equality of opportunity and choice for employees and supports fair treatment of all staff irrespective of gender through our transparent recruitment processes, pay policy and professional development.

Pay scales for teachers and support staff are set nationally and not at school or Trust level and Castleford Academy Trust adheres to national pay scales for both teachers and support staff. Male and female staff are paid within the same pay band for the same job role.

The Gender Pay Gap is a high level, non-adjusted indicator of male and female earnings which is affected by workforce distribution and workforce make-up.

The majority of support staff are in the lower pay quartiles and the workforce is predominantly female therefore the gap between the 'average' female hourly rate of pay and the 'average' male hourly rate of pay is significantly affected.

The overall gender pay gap figure for the Trust therefore largely reflects the composition of our workforce as opposed to inequalities.

#### **Trust actions**

We are committed to equality, diversity and inclusion and to closing the gender pay gap. We will continue to positively recruit to all positions and ensure that our recruitment processes, pay and professional development policies are fair and transparent.

I confirm that the above information collated in the report has been prepared from payroll data on the snapshot date and is an accurate reflection of the position relating to gender pay in our academies.

Sam Stevens – Chief Finance & Operations Officer  
March 2021

Signed on behalf of the trustees of Castleford Academy Trust

A handwritten signature in black ink, appearing to read 'G. Panayiotou', written in a cursive style.

George Panayiotou  
Chief Executive Officer, Castleford Academy Trust