



GENDER PAY GAP REPORT 2019

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, and as an employer with over 250 employees, Venn Academy Trust is required to measure and report on the gender pay gap in the organisation on a snap shot date of 31 March 2019.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation as set out below. We are required to publish the results on our own website and a government website within one calendar year of 31 March 2019.

Under the Regulations we are required to report on the following 6 measures

1. The difference in the mean pay of full pay men and women expressed as a percentage
2. The difference in median pay of full pay men and women expressed as a percentage
3. The difference in mean bonus pay of full pay men and women expressed as a percentage
4. The difference in median bonus pay of men and women expressed as a percentage
5. The proportion of men and women who received bonus pay and
6. The proportion of full pay men and women in each of four quartile bands

The results for the statutory calculations are as follows;

Difference in mean and median hourly rate of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference male to female	24.16%	31.7%

Difference in mean and median bonus pay

	Difference in the mean bonus pay	Difference in the median bonus pay
Pay gap. % difference male to female	n/a	n/a

Proportion of male and female employees who were paid bonus pay

	Proportion receiving a bonus
Male employees (% paid a bonus compared to all male employees)	n/a
Female employees (% paid a bonus compared to all female employees)	n/a

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)	3.95%	10.53%	22.37%	76.32%
Female (% females to all employees in each quartile)	96.05%	89.47%	77.63%	23.68%

Supporting narrative

Venn Academy Trust is a multi academy trust, primarily primary or alternative provision. The trust operates within the public sector and specifically within education therefore it is common for a high proportion of the workforce to be female, which it is within Venn. With such a small proportion of the workforce being men, there is a significant difference between the hourly pay of men and women, and this is reflected in the gender pay gap statistics. It is also recognised that under TUPE processes the trust has no control over the staffing complement where academies join.

The trust is proactive with its equality stance; all support staff jobs are evaluated to ensure fair pay in each role, and each job is advertised, whether teaching or support, with no gender bias. Fair safer recruitment procedures are used and the trust has an equal opportunity in employment policy to ensure it does not discriminate when recruiting or managing staff in school. We have a number of family friendly policies including Leave of Absence and Flexible Working Policy to allow women to have a family and a career within Venn without being disadvantaged.

In light of this, the trust is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the trust and the salaries that these roles attract.

Supporting statement

I confirm that the information published here is accurate.

Signature: Date:

Status/position: