



## Gender Pay Gap Report 2017

Longfield Academy Trust is required by law to publish an annual gender pay gap report.

This is its report for the snapshot date of 31<sup>st</sup> March, 2017.

- The mean gender pay gap for Longfield Academy Trust is 16.28%.
- The median gender pay gap for Longfield Academy Trust is 26.45%.
- The mean gender bonus gap for Longfield Academy Trust is 0%.
- The median gender bonus gap for Longfield Academy Trust is 0%.
- No employees of Longfield Academy Trust receive a bonus.

Pay quartiles by gender			
Band	Males	Females	Description
A	19.4%	80.6%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	22.1%	77.9%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	32.4%	67.6%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	29.4%	70.6%	Includes all employees whose standard hourly rate places them above the upper quartile
Total	25.8%	74.2%	Longfield Academy Trust has a female dominated workforce with nearly $\frac{3}{4}$ of employees being women

### What are the underlying causes of Longfield Academy Trust's gender pay gap?

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

Longfield Academy Trust is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil

partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, it:

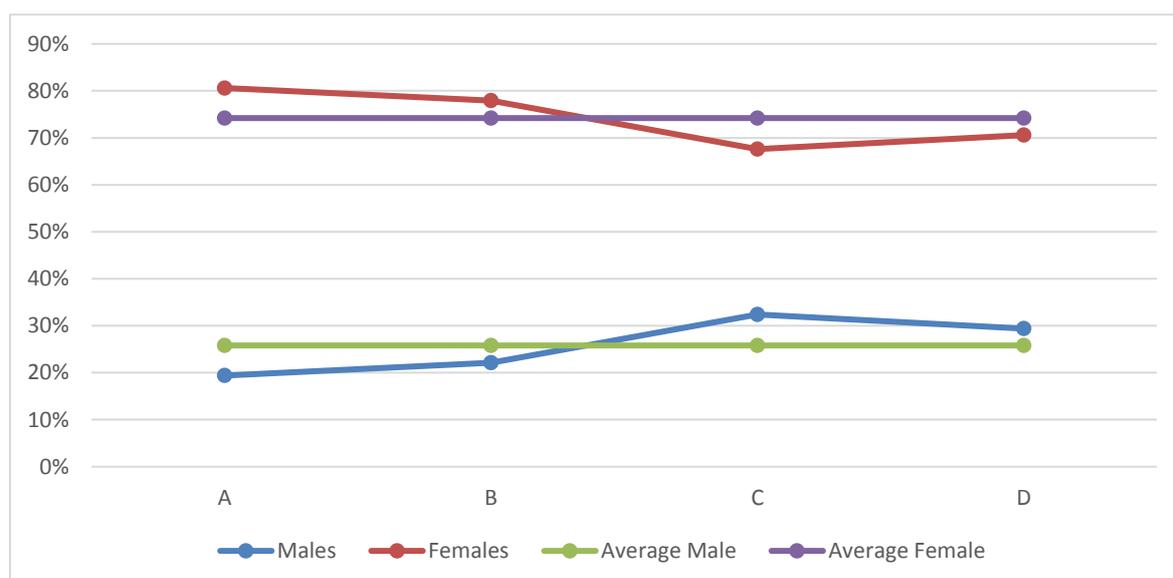
- applies pay scales recommended nationally by the relevant joint unions: and
- evaluates job roles and pay grades as necessary to ensure a fair structure.

Longfield Academy 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 organisation and the salaries that these roles attract.

Across the UK economy as a whole, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations), while women are more likely than men to be in front-line roles at the lower end of the organisation. In addition, men are more likely to be in technical and IT-related roles, which attract higher rates of pay than other roles at similar levels of seniority. Women are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up children. They are also more likely to work part time, and many of the jobs that are available across the UK on a part-time basis are relatively low paid.

This pattern is not entirely consistent with the make-up of Longfield Academy Trust workforce, where a proportion of senior roles are held by women, as you would expect in a female dominated profession such as teaching. This can be seen above in the table depicting pay quartiles by gender. This shows Longfield Academy Trust’s workforce divided into four equal-sized groups based on hourly pay rates, with Band A including the lowest-paid 25% of employees (the lower quartile) and Band D covering the highest-paid 25% (the upper quartile). In order for there to be no gender pay gap, there would need to be an equal ratio of men to women in each Band. However, within the Trust, 80.6% of the employees in Band A are women and 19.4% men. The percentage of male employees increases through Band B and Band C where it peaks at 32.4%, before falling to 29.4% in Band D. However, even at this level the percentage of men is greater than their proportion of the workforce; 29.4% versus 25.8%.

The percentage of men and women in each band compared to the gender split is shown in the diagram:



However, it is true to say that the majority of lower paid roles within the Trust are part-time and the majority of these are held by women. The table below shows the contract type and gender for the 4 lowest grades (103 roles) on the Trust's pay structure:

	<b>Number Male</b>	<b>Percentage Male</b>	<b>Number Female</b>	<b>Percentage Female</b>
Casual	20	34%	33	66%
Full-time	1	50%	1	50%
Part-time	1	2%	47	98%
<b>Total</b>	<b>22</b>	<b>21%</b>	<b>81</b>	<b>79%</b>

It can be seen that for the 48 part-time contracted roles within these grades, 98% are occupied by women. These roles are predominantly those involved with catering and cleaning which are occupations usually held by women.

### **What is Longfield Academy Trust doing to address its gender pay gap?**

Longfield Academy Trust is not complacent, and it is committed to addressing the gender pay gap through the implementation of an action plan. However, the Trust also recognises that its scope to act is limited in some areas - it has, for example, no direct control over the subjects that individuals choose to study or the career choices that they make.

To promote gender diversity in all areas of its workforce, the Trust will take the following actions:

- **Create an evidence base:** In order to identify any barriers to gender equality and inform priorities for action, in 2017/2018 Longfield Academy Trust will extend its workforce monitoring to understand:
  - the proportions of men and women applying for jobs and being recruited
  - the proportions of men and women leaving the organisation and their reasons for leaving
  - the numbers of men and women in each role and pay band
  - take-up of flexible working arrangements by gender and level within the organisation
- **Review the Flexible Working Policy:** In order to ensure that the policy is clear that employees in all areas and levels of the organisation will be considered for flexible working regardless of their role and level of seniority. Following this review steps will be taken to ensure that all staff are aware of the policy and their rights under it.
- **Develop a Job-Share Policy:** To increase the number of females applying for more senior roles, the Trust will explore increasing the number and type of roles which could be filled on a job-share basis.

None of these initiatives will, of itself, remove the gender pay gap - and it may be several years before some have any impact at all. In the meantime, Longfield Academy Trust is committed

to reporting on an annual basis on what it is doing to reduce the gender pay gap and the progress that it is making.