

Gender Pay Gap Information - 2021

Snapshot date: 31.03.2021



Gender Pay Gap Reporting

Uffculme Academy Trust employed more than 250 people for the first time in 2019/20. The gender pay gap information provides a snapshot of the gender pay balance within The Trust by measuring the difference between the hourly pay of all relevant male and female employees, regardless of their role. The Trust does not pay a bonus to any employee, therefore the statutory calculations of mean bonus gap, median bonus gap and bonus proportions are not applicable. The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 require the Trust to report using six different measures:

- **Mean average gender pay gap** – the difference between the mean (average) hourly rate of pay of male and female employees. The mean is useful because it places the same value on every employee's pay, giving a good overall indication of the gender pay gap.
- **Median gender pay gap** – the difference between the median (mid-point) hourly rate of pay of male and female employees. The median is useful to indicate what the 'typical' gap is, as it is not distorted by particularly large or small pay rates.
- **Mean bonus gap** – the difference between the mean bonus pay of male and female employees.
- **Median bonus gap** – the difference between the median bonus pay of male and female employees.
- **Bonus proportions** – the proportion of male and female employees who received a bonus.
- **Quartile pay bands** – the proportion of male and female employees in each of four pay bands (quartiles). Employees are ranked by their hourly rate and divided into four groups of equal size. The gender make up of each quartile is then calculated. The upper quartile contains the 25% of employees in the Trust with the highest pay.

Gender Pay Gap - A positive percentage (which almost all organisations are likely to have) shows that typically or overall, female employees have lower pay than male employees.	
2020 Mean %.	15.0%
2020 Median %.	33.4%
2021 Mean %.	17.9%
2021 Median %.	35.8%

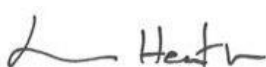
Bonus Gender Gap - The Trust does not pay any employee a bonus.	
2020 Mean %.	Not relevant
2020 Median %.	Not relevant
2020 % of males paid a bonus	0%
2020 % of females paid a bonus	0%
2021 Mean %.	
Not relevant	
2021 Median %.	
Not relevant	
2021 % of males paid a bonus	
0%	
2021 % of females paid a bonus	
0%	

Pay Band Gender Split	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
2020 % of females	80.8%	77.8%	69.5%	65.3%
2020 % of males	19.2%	22.2%	30.5%	34.7%
2021 % of females				
	87.5%	77.0%	71.9%	65.1%
2021 % of males				
	12.5%	23.0%	28.1%	34.9%

A key element of the Trust's strategic vision is that we will be at the heart of our communities offering great places to work and learn. For us this means that everyone is included and nobody is marginalised for reasons of race, religion, gender, disability, sexual orientation or other reasons. We will actively work to challenge and eradicate discrimination of any kind.

The Trust employs a significantly higher proportion of females than males in every pay band. The Trust, like most in the sector employs an even larger proportion of females in support staff roles compared to generally more highly remunerated teaching roles. The percentage of females in the workforce increased slightly further between 2020 and 2021 however this was primarily in roles in the lower quartile so, whilst the gender split in other quartiles remained consistent, the increase in females in Q1 meant that the gender pay gap increased slightly on both measures. We pay our staff on nationally agreed pay scales for both teaching and support roles.

I confirm that the published information is accurate.



Lorraine Heath OBE

Accounting Officer & CEO

27.09.2021