

Connect Schools Academy Trust – Gender Pay Gap Reporting

Reporting date: 31 March 2018

Deadline for submission: 30 March 2019

All companies with 250 or more employees are required to publish the difference between the hourly rate of male and female employees expressed as a percentage of the hourly rate of the male employees. This is calculated on both a median basis (pay per hour based on the person ‘in the middle’ of the distribution of pay) and the mean basis (average hourly salary).

Data

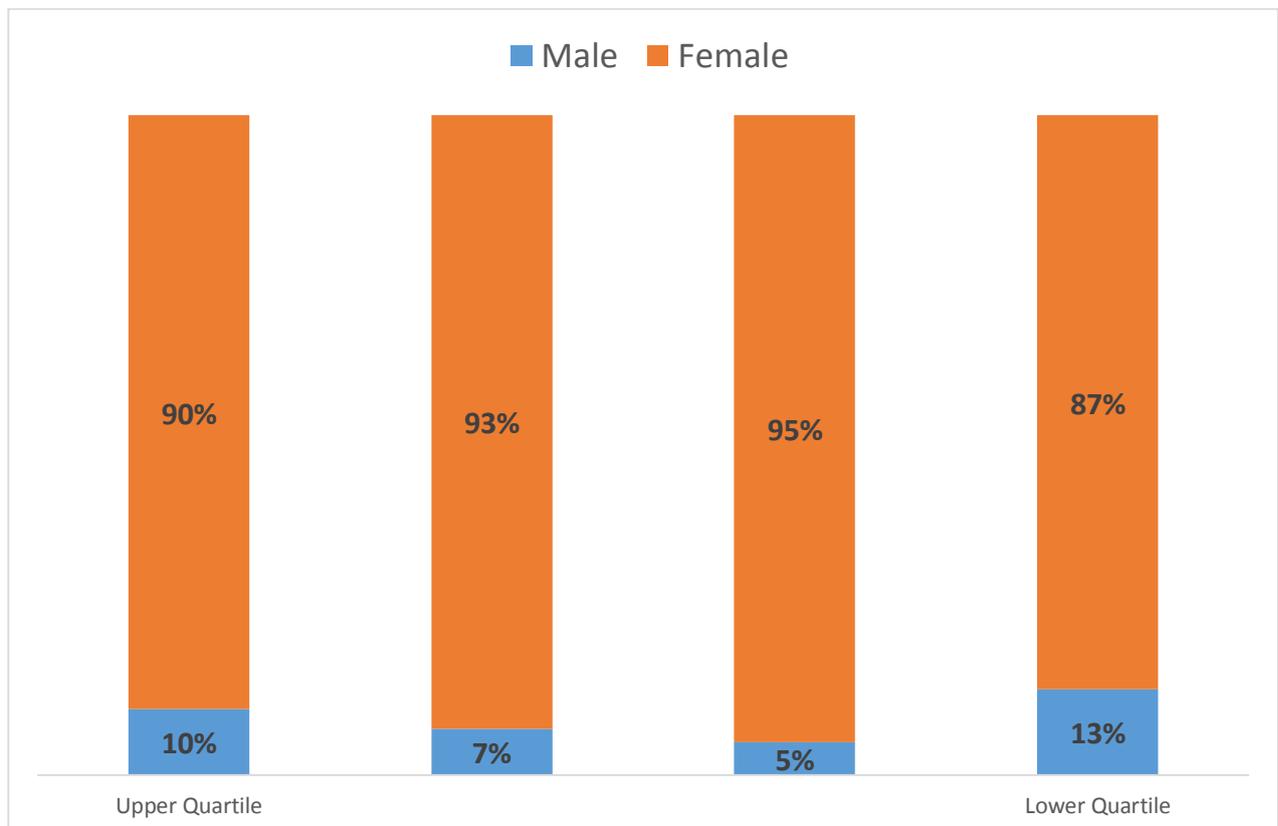
The data as at 31 March 2018 is based on 293 employees; 267 females and 26 males where men represent 9% of the workforce.

The median pay gap is: 26%

The mean pay gap is: 16%

Since there were no bonuses paid in the reporting period then required figures on bonuses are not applicable

In addition, CSAT is required to disclose the distribution of gender by pay quartiles where employees are split into four groups based on their pay, showing the proportion of men and women in each group:



Trust statement

Connect Schools Academy Trust is committed to 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.

We have a clear Equality Statement, Equal Opportunities Policy and evaluate each job role and pay grade as necessary to ensure fair structure and pay across the organisation. Pay scales are based on national and local pay scales.

CSAT is 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 composition and distribution of the organisation's workforce; the roles in which men and women work and the salaries that these roles attract.

It must also be noted that given the relatively low proportion of male employees, even small changes to male employee distribution could affect these figures materially.

Action plan

The Trust seeks to maximise opportunities for all employees regardless of gender.

The Trust will:

- keep under constant review any relevant potential barriers to entry or progression in any part of the Trust;
- create a culture where there are no such things as "female roles" or "male roles";
- mitigate for any unconscious biases; and
- ensure all job roles advertised eliminate any potential gender bias and encourage diversity in applicants.

Approved by

Andrea Carter – CSAT, Chief Executive Officer

and

Scott James Pinder – CSAT, Chair of the Trust