

Fylde Coast Academy Trust Gender Pay Gap Report (2017)

Introduction:

As a Multi Academy Trust with over 250 employees FCAT are required to publish our Gender Pay Gap in line with the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

The Gender Pay Gap (GPG) involves carrying out calculations which show the difference in the average pay of men and women in the Trust across all posts. This is FCAT's first GPG Report and is based on data from a snapshot date of 31st March 2017.

The GPG is different to equal pay and FCAT has a job evaluation system in place which underpins the National School Teachers Pay and Conditions and NJC Pay Scales to achieve the same pay for men and women for work of equal value.

The GPG is important to FCAT as it helps us to identify trends in our staffing to reduce the GPG.

Gender Pay Gap Data:

On the snapshot date of 31st March 2017 FCAT had 560 relevant employees. Based upon hourly rates of pay:

- The Mean Gender Pay Gap for FCAT is 14%
- The Median Gender Pay Gap for FCAT is 12.9%

These figures show the average difference in the hourly rate of pay across men and women in the Trust.

Bonus Pay:

In the year preceding the snapshot date of 31st March 2017:

- The Mean Bonus Gender Pay Gap for FCAT is 16.3%
- The Median Bonus Gender Pay Gap for FCAT is 16.3%
- The proportion of male staff that received a bonus from the total number of relevant male employees is 1.3%
- The proportion of female staff that received a bonus from the total number of relevant female employees is 0.3%

Pay Quartiles:

All relevant employees were listed separately by gender and were ranked according to their hourly rate of pay from lowest to highest. This was then split into 4 equal quartiles to show the proportion of male and female staff within the pay quartiles:

Quartile	Gender	
	Male	Female
Lower Pay	24.3%	75.7%
Lower-Middle Pay	20.7%	79.3%
Higher-Middle Pay	30.7%	69.3%
Higher Pay	32.9%	67.1%

What key information does the data tell us?

- Our mean GPG of 14% is lower than the national average recorded by the Office for National Statistics in 2016 of 18%.
- We have higher proportions of female employees in each of the 4 pay quartiles, although we do have a higher proportion of women working within the Trust overall (73% of relevant employees).
- It is likely that the high proportion of women working within term time only and part time posts within the Trust has contributed to our GPG.

What happens next?

FCAT is committed to reducing the GPG and over the coming months the Trust will undertake further detailed analysis to gain a better understanding of the reasons for the GPG and to form an action plan to reduce this.

Tony Nicholson
FCAT CEO