



## **Gender Pay Gap Report 2020**

Children First Academy Trust, in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, is required to publish calculations each year showing the pay gap between male and female employees.

# Calculations

## Data

The data used in this report is in accordance with the legislations and covers the snapshot date for businesses and charities, being the 5<sup>th</sup> April 2020.

## Mean gender pay gap

-1.9%

This represents the difference between the hourly rate that male and female full pay relevant employees receive (as a percentage of men's pay). The figure shows that on average female employees at the Trust receive higher pay than men but the level of grade/position is not considered. Referring to the quartile analysis on the next page it demonstrates that there are a higher number of women employed across the Trust, particularly in the Upper and Lower quartiles.

## Median gender pay gap

10.6%

This represents the difference between the median hourly rate that male and female full pay relevant employees receive (as a percentage of men's pay). The figure shows that female employees receive lower pay than men but the level of grade/position is not considered. Referring to the quartile analysis on the next page it demonstrates that there are a higher number of women employed across the Trust, in particular in the Upper and Lower quartile grades. This polarisation of salary statistics forces the median female hourly rate down and creates the reported disparity.

## Mean bonus gender pay gap

No bonuses were paid to employees during the period.

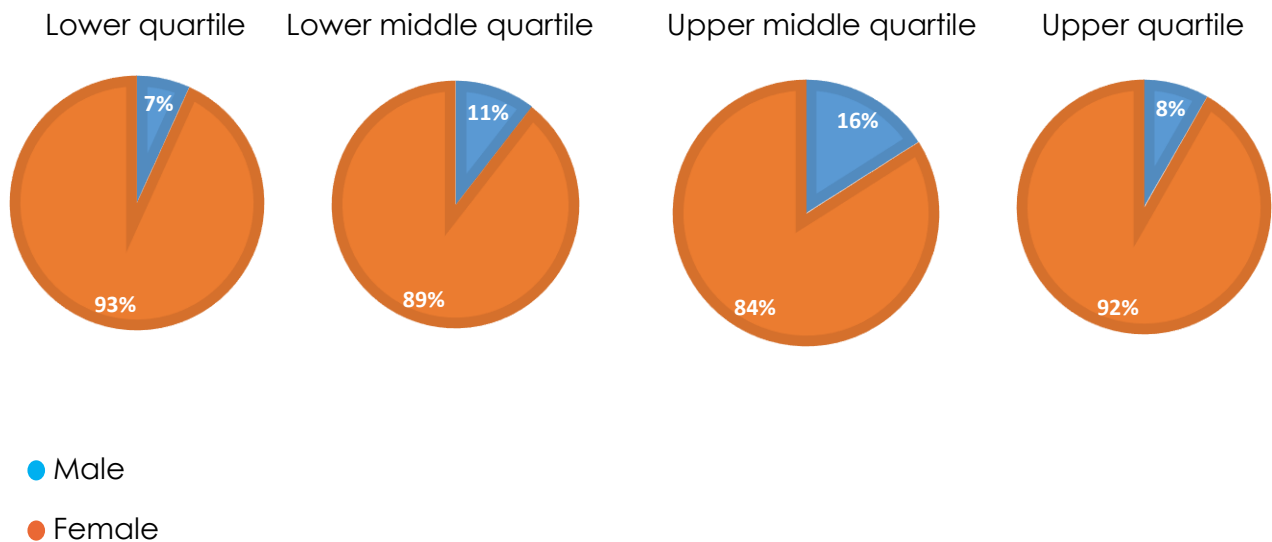
## Median bonus gender pay gap

No bonuses were paid to employees during the period.

## Proportion of male and females receiving a bonus payment

No Bonuses were paid to employees during the period.

## Proportion of male and females in each pay quartile



The above charts display that Children First Academy Trust has a much higher proportion of women in all quartiles but especially in the Upper and Lower quartiles.

All calculations have been prepared in accordance with the Gov.uk guidance.

## Additional Analysis

To provide further clarification on the above results additional analysis has been undertaken.

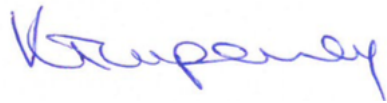
The analysis below shows the comparative mean hourly rate within each quartile (as a percentage of men's pay).

	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
Male	100	100	100	100
Female	100	97	101	96

# Written Statement

I confirm that the above information reported is accurate and fairly represents the gender pay gap for Children First Academy Trust.

Children First Academy Trust is committed to the promotion of equality and supports the fair treatment of all staff irrespective of gender.



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**Name:** Kate Turnpenney

**Position:** Accounting Officer

**Date:** 22<sup>nd</sup> March 2021