

## REPORT ON GENDER PAY GAP

The Dean Trust is an employer required by law to carry out Gender Pay Gap reporting under the Equality Act 2010 and Gender Pay Gap Information Regulations 2017.

This involves performing 6 calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee data.

We are required to publish the results of the calculations on our website and a designated Government website

We can use these results to assess

- the levels of gender inequality in our organisation
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded

The challenge in the Dean Trust and across Great Britain is to eliminate a gender pay gap.

Gender Pay Gap Reporting requires the Trust to perform calculations based on employee gender. We will establish this by using existing HR and payroll records. You can learn more about Gender Pay Gap Reporting by visiting the ACAS website [HERE](#)

The Dean Trust Gender Pay Gap report 2017/18 is available [HERE](#)

The Dean Trust supports the fair treatment of all staff irrespective of gender through our transparent recruitment, pay and professional development processes.

The Gender Pay Gap results for the 2018 period are shown in the table below

MEDIAN PAY GAP	MEAN PAY GAP	LOWER QUARTILE	LOWER MIDDLE QUARTILE	UPPER MIDDLE QUARTILE	UPPER QUARTILE
14.2% lower for women	18.45% lower for women	20.9% M 79.1% F	28.7% M 71.3% F	31.7% M 68.3% F	34.7% M 65.3% F

**No bonuses were paid to any member of staff for the reporting period**

The Trust adopts pay scales for all teachers that are agreed nationally and are aligned annually to the School Teachers Pay and Conditions Document. For non-teaching staff the Trust adopts pay scales set by the National Joint Council (NJC). Within the Dean Trust all teachers at all academies and some support staff in certain academies progress through pay scales for their grade based on performance irrespective of gender.

In all of the quartiles and overall there is a significantly higher proportion of women particularly in the lower and lower middle quartiles. This illustrates that the overall mean gender pay gap arises predominantly as a result of the proportion of women who work in lower pay grades particularly for non-teaching staff.

To provide a more detailed analysis and to further illustrate relative pay gaps, the Trust has also reported the results for both teaching and support staff separately in the table below.

The gender pay gap reduces significantly when split into groups within the same pay grading system with teachers having a NIL median pay gap and support staff having a 3.7% median pay gap. The mean gender pay gap for support staff is skewed as a result of mid-day assistant staff pay grades at the lowest end of the pay scales being filled entirely by women.

	<b>MEDIAN PAY GAP</b>	<b>MEAN PAY GAP</b>	<b>LOWER QUARTILE</b>	<b>LOWER MIDDLE QUARTILE</b>	<b>UPPER MIDDLE QUARTILE</b>	<b>UPPER QUARTILE</b>
<b>Teachers</b>	<b>0% gap</b>	<b>8.2% lower for women</b>	<b>0% M 0% F</b>	<b>46.9% M 53.1% F</b>	<b>32.0% M 68.0% F</b>	<b>34.1% M 65.9% F</b>
<b>Support</b>	<b>3.7% lower for women</b>	<b>11.4% lower for women</b>	<b>21.0% M 79.0% F</b>	<b>24.4% M 75.6% F</b>	<b>30.0% M 70.0% F</b>	<b>66.7% M 32.3% F</b>

The Trust will continue to monitor gender pay gap and will direct attention to reducing current gaps wherever it is feasible to do so. It is worth noting that, for the reporting period, the Trust has a majority of females in leadership team posts within Dean Trust academies with 20 of which 4 are Headteachers compared to 15 male of which 3 are Headteachers.

**Supporting Statement**

I can confirm that the above information has been prepared from the Trust's HR and payroll data for the March 2018 reporting period and fairly represents the Gender Pay Gap for the Dean Trust and its academies.

Signed:



Chief Executive Officer.