



JOHN MILTON ACADEMY TRUST

Gender Pay Gap Reporting 2020-2021 for data captured on 31 March 2020

Legislation requires employers with 250 or more employees to publish their gender pay gap data every year. This information, which is based on statutory calculations, shows the extent of the pay gap between an organisation's male and female employees. As well as publishing the average difference between hourly wages for men and women in the workforce, the government also requires organisations to disclose the proportion of male and female employees who receive financial bonuses.

The information that public bodies, including multi-academy trusts, must publish is based on data captured on the snapshot date of 31 March each year. The deadline for publishing the information below is the following 30 March:

1. Mean Gender Pay Gap *The difference in the mean hourly rate of pay between male and female full pay relevant employees;*
2. Median Gender Pay Gap *The difference in the median hourly rate of pay between male and female full pay relevant employees;*
3. The proportion of male and female full pay relevant employees in each of four quartile pay bands;
4. Mean Bonus Gender Pay Gap *The difference in mean bonus pay between male and female relevant employees;*
5. Median Bonus Gender Pay Gap *The difference in median bonus pay between male and female relevant employees);*
6. The proportion of male and female relevant employees who received bonus pay.

The second page of this paper contains the Trust's gender pay gap data, which was captured on the snapshot date of 31 March 2020. This information must be published on both the government's website and Trust's own website before 30 March 2021. A supporting narrative is also included to help readers understand the Trust's view of why a median gender pay gap is present and the actions that it intends to take in response to the report.



Bacton
Primary School



Cedars Park
Primary School



Mendlesham
Primary School



Stowupland
High School



The John Milton
Sixth Form
AT STOWUPLAND HIGH SCHOOL

John Milton Academy Trust: Gender Pay Reporting - 2020 to 2021 (for data captured on 31 March 2020)

Gender Pay Gap Data

Hourly Rate

Difference in mean hourly rate of pay	29.1%
Difference in median hourly rate of pay	47.2%

Bonus Pay

	Male	Female
Percentage of employees who received bonus pay	0%	0%
Difference in mean bonus pay	Not applicable	
Difference in median bonus pay	No applicable	

Employees by Pay Quartile

	Male	Female
Upper Quartile	43.9%	56.1%
Upper Middle Quartile	26.8%	73.2%
Lower Middle Quartile	12.3%	87.7%
Lower Quartile	17.5%	82.5%

Size of the Organisation

Number of employees within organisation	250 - 499
---	-----------

Commentary

- Within the public sector and noticeably in the education field, females tend to represent a high proportion of the workforce. John Milton Academy Trust has a 25% male and 75% female workforce.
- The difference in median rate of pay is 47.2%, which indicates that women earn an average of 47.2% less per hour than their male counterparts. However, it should be noted that females often seek work in the public/education sector in view of the availability of flexible working patterns (such as part-time and term-time only contracts), which support childcare and caring responsibilities. The nature of these contracts mean that they can be less highly paid. Across the Trust, both 88% of term-time support contracts and 88% of all part-time contracts are held by female employees. This has a significant impact on the difference in median hourly rate of pay.
- The difference in mean hourly rate of pay shows that females earn an average of 29.1% less per hour than males within the workforce. Whilst the Office for National Statistics' preferred measure is the median difference and is generally considered more representative as the mean can be skewed by a small number of higher-earners, what this figure does suggest is that female career progression and appointment to senior roles is evident within the Trust. The proportion of males and females in the upper quartile is also closer than in any of the other pay bands.
- The Trust proposes the following actions in response to this report:
 - To ensure that career and professional development programmes remain accessible to all employees;
 - To review support staff job descriptions and job families, ensuring roles are correctly evaluated and appropriate benchmarks are used;
 - To promote the positive action provisions of the Equality Act 2010 via management training and CPD.

Signed by:



Chief Executive Officer