



1. Context

Legislation requires employers with 250 or more employees to publish their gender pay gap data by 30th March each year. This information, which is based on statutory calculations, provides a snapshot of the gender balance within an organisation. It measures the difference between the average earnings of all male and female employees, irrespective of their role or seniority.

Public bodies, including multi-academy trusts, must publish the following data captured on 31 March of the preceding year:

- Mean* Gender Pay Gap
- Median* Gender Pay Gap
- Mean Bonus Gender Pay Gap
- Median Bonus Gender Pay Gap
- Proportion of males and females who received bonus pay
- Proportion of males and females in each of four quartile pay bands

** The **mean** (average) of a data set is found by adding all numbers in the data set and then dividing by the number of values in the set. The **median** is the middle value when a data set is ordered from least to greatest.*

The Trust had fewer than 250 employees (excluding casual staff) on the snapshot date of 31 March 2021 and is not, therefore, required to report its gender pay gap. However, in view of our commitment to equality and to ensure transparency, we have decided to publish our data.

Employment roles within the Trust remain open to applicants of any gender. National pay scales for Teachers and Support Staff are adopted for all posts and our employment terms, conditions and practices ensure that men and women receive equal pay for “like” work, work rated as equivalent, and work of equal value.

Just under three quarters of the current John Milton workforce are female (73%) with high representation in the lower pay quartiles. This is in line with sector data published by the House of Commons Library, briefing paper 7068, published on 23rd Nov 2020: [The Gender Pay Gap](#).

2. Gender Pay Gap Data (31 March, 2021)

(a) Hourly Rate and Bonus Pay

Mean gender pay gap	26.1%
Median gender pay gap	45.8%
Mean bonus pay gap	0%
Median bonus pay gap	0%
Proportion of males receiving bonus pay	0%
Proportion of females receiving bonus pay	0%

(b) Employees by Pay Quartile

Employees	Upper Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile
Proportion of Females in Quartile	53.8%	71.7%	90.4%	77.4%
Proportion of Males in Quartile	46.2%	28.3%	9.6%	22.6%

3. Benchmarking

Organisation / MAT	Employer Size	Mean Gap %	Median Gap %
John Milton Academy Trust	Less than 250	26.1	45.8
The Consortium Multi-Academy Trust	Less than 250	17.3	51.7
The Queen Katherine School Multi Academy Trust	Less than 250	28.1	48.4
The Gippeswyk Community Educational Trust	250-499	21.3	42.1
The Children's Endeavour Trust	250-499	29.4	53.1
Unity Schools Partnership	1000-4999	23.9	48

4. Key Points (relating to JMAT)

- The mean and median pay gaps reflect the much higher percentage of female employees across the Trust seeking support posts in the lower middle and lower pay quartiles
- The proportion of males and females in the upper quartile is closer than in any of the other pay bands in the Trust indicating that senior posts can be accessed equally by both male and female employees. Gender is presently represented equally in headship appointments across the Trust
- The benchmarking exercise undertaken indicates that the Trust is operating in line with others in the education sector

5. Next Steps

The Trust proposes the following actions in response to this report:

- (a) To maintain career and professional development pathways for all employees, including those in teaching and administrative support roles so that progression remains an option for all staff;
- (b) To continue to review support staff job descriptions and job families, ensuring roles are correctly evaluated and appropriate benchmarks are used;
- (c) To undertake further analysis and review of gender pay gap data and education specific reporting measures.

Signed by:

K.D. Grimes

Chief Executive Officer