

## Gender Pay Gap Reporting March 2019

Difference in the mean hourly pay male to female: 22.38% (down from 28.5%)

Difference in the median hourly pay male to female: 49.58% (down from 49.7%)

Proportion of male and female employees who were paid bonus pay: 0%

Proportion of male and female employees according to quartile pay bands:

Quartile 1 (Lower):	Male	17.06%	Female:	82.94%
---------------------	------	--------	---------	--------

Quartile 2 (Lower middle):	Male	4.17%	Female:	95.93%
----------------------------	------	-------	---------	--------

Quartile 3 (Upper middle):	Male	19.82%	Female:	80.18%
----------------------------	------	--------	---------	--------

Quartile 4 (Upper):	Male	23.36%	Female:	76.64%
---------------------	------	--------	---------	--------

Aquinas Church of England Education Trust is an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. An employer must comply with the regulations for any year where they have a headcount of 250 or more employees on the snapshot date. On 31<sup>st</sup> March 2019, Aquinas had 858 employees (138 male, 720 female) for the purposes of these calculations.

Aquinas is committed to ensuring that all staff receive equal pay for equal work regardless of gender. We follow the School Teachers' Pay and Conditions Document for setting Teachers' pay, and the NJC for Local Government Services guidance for setting Associate Staff pay. We use a job evaluation scheme to determine the salary for a role. This ensures that roles of equal value are paid the same salary, i.e. men and women who carry out the same job, similar jobs, or work of equal value, are paid the same.

Our analyses shows that there is a difference in the average and median pay between men and women. We attribute this to there being a higher percentage of female (84%) to male employees (16%), and of the 530 support staff across the Trust 89% are females, the majority of which are undertaking part time, term time only roles such as teaching assistants, administrators, cleaners etc. These roles align with a lower level of pay that is evaluated as appropriate to the relative responsibility and content of the job. 58% of the 138 posts held by male employees are teaching posts which demand a higher level of pay and account for the difference in the mean and median pay. Nevertheless, of the top 50 highest earners 36 (72%) are women, and 16 (72.73%) of the 22 top executive posts are held by women.