



## IRONSTONE ACADEMY TRUST

### 2020 Gender Pay Gap Report

Ironstone Academy Trust is a group of 6 schools in Redcar and Cleveland

The Trust is required by law to carry out Gender Pay Gap Reporting under the Equality Act 2010(GPG Information) Regulations 2017. The data capture date for this report was 31<sup>st</sup> March 2020. On this date the Trust had 267 employees; 46 Male employees and 238 Female employees

#### How do we use this gender pay gap information?

Ironstone Academy Trust continues to operate as an equal opportunities employer and does not discriminate in any way (as defined by the Equalities Act 2010 and other relevant legislation), regarding recruitment, performance management and employee career development opportunities. We use this information to further develop strategic roles within the trust schools and to ensure fairness. We can use the results to assess;

- The levels of gender equality in our workplace
- The balance of male and female employees at different levels
- How effectively talent is being maximized and rewarded

#### Gender Pay Gap Detail

	Female	Male	Gap
Mean Pay	£15.11	£18.38	17.78%
Median Pay	£10.44	£12.85	18.79%

#### Gender Pay Quartiles

	Female	Male
Lower	94.03%	5.97%
Lower Middle	91.04%	8.96%
Upper Middle	85.07%	14.93%
Upper	86.36%	13.64%

The Trust does not make bonus payments to any employees

Employees must receive equal pay for equal work

**Why does our Trust have a gender pay gap?**

The gender pay gap is contextualised by the quartile banding analysis above. This demonstrates that there are proportionally greater numbers of women occupying lower paid roles than men. Other than apprentices, the lower paid roles include, for example, cleaners, catering assistants, midday supervisors, roles that without organizational influence are currently held by more women than men. There may be cultural reasons why these roles attract greater number of female workers. For example the roles described above are part-time and as such attract such workers who choose to combine part time working with childcare. The overall gender pay gap therefore reflects workforce composition rather than pay inequalities.

**How will our trust work to reduce the gender pay gap?**

Ironstone Academy Trust is committed to equality of opportunity in recruitment, development, pay progression and values the diversity of its workforce. We will continue to ensure that decisions made in relation to recruitment, development, pay progression and bonus pay can be evidenced against clearly defined and robust criteria. All our posts are aligned to nationally agreed pay scales and our males and females are paid within the same pay band for the same job role.

**Written statement**

I can confirm the above information has been prepared from our payroll data on the snapshot data and fairly represents the Gender Pay Gap Information for Ironstone Academy Trust.

I, Carl Faulkner confirm that the above data is factually correct.

Signed: *Carl Faulkner*                      CEO/Accounting Officer - IAT

Date: 04.10.21