



**QEGSMAT**

## **Gender Pay Gap Report**

**March 2020**

QEGSMAT. Registered Address: The Green Road, Ashbourne, Derbyshire DE6 1EP  
A company limited by guarantee registered in England & Wales  
(Company number: 07698914)

## Gender Pay Gap Reporting

Question Explore Give Succeed Multi Academy Trust (QEGSMAT) is a multi-academy Trust with schools across Derby City, Derbyshire and Staffordshire. QEGSMAT academies work across highly diverse city and rural communities.

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, and as an employer with over 250 employees, QEGSMAT is required to measure and report on the gender pay gap in the organisation. Under the regulations there is a requirement to report on the following six measures:

- The difference in the mean pay of full pay men and women expressed as a percentage
- The difference in median pay of full pay men and women expressed as a percentage
- The difference in mean bonus pay of full pay men and women expressed as a percentage
- The difference in median bonus pay men and women expressed as a percentage
- The proportion of men and women who received bonus pay
- The proportion of full pay men and women in each of four quartile bands

### ***How is the difference in mean hourly rates determined?***

*The mean (or average) hourly rate is a calculation of the average hourly rates over the group of varying figures.*

*The difference in mean hourly rates of pay for relevant male and female employees are expressed as a percentage of the mean hourly rate of pay for relevant male employees.*

### ***How is the difference in median hourly rates determined?***

*The median (or mid-point) hourly rate of pay of a group of employees can be calculated by listing all relevant employees in the group in order of their earnings and identifying the hourly rate paid to the individual who appears in the middle of the list.*

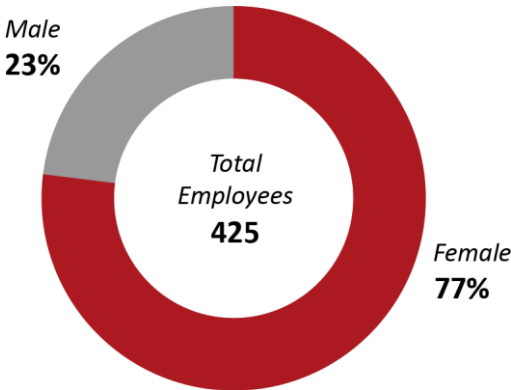
*The difference in median hourly rates of pay for relevant male and female employees are expressed as a percentage of the median hourly rate of pay for relevant male employees.*

### ***How are the quartile bands worked out?***

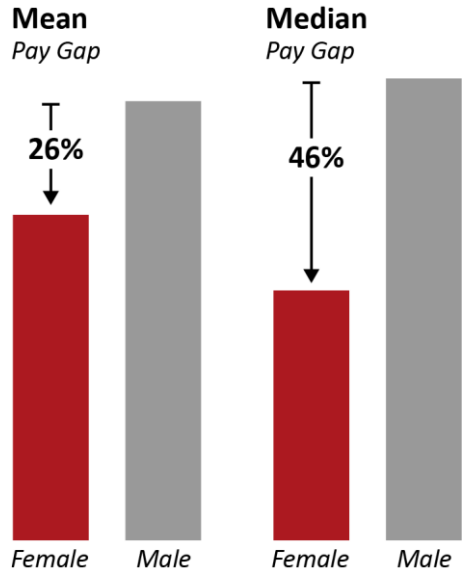
*The overall pay range is split into four notional pay bands, each pay band must contain the same number of employees representing a quarter of the workforce.*

*Employers must report the percentage of male and female employees in each of the pay bands.*

**Gender Pay Gap Metrics:** Snapshot date of 31<sup>st</sup> March 2020.



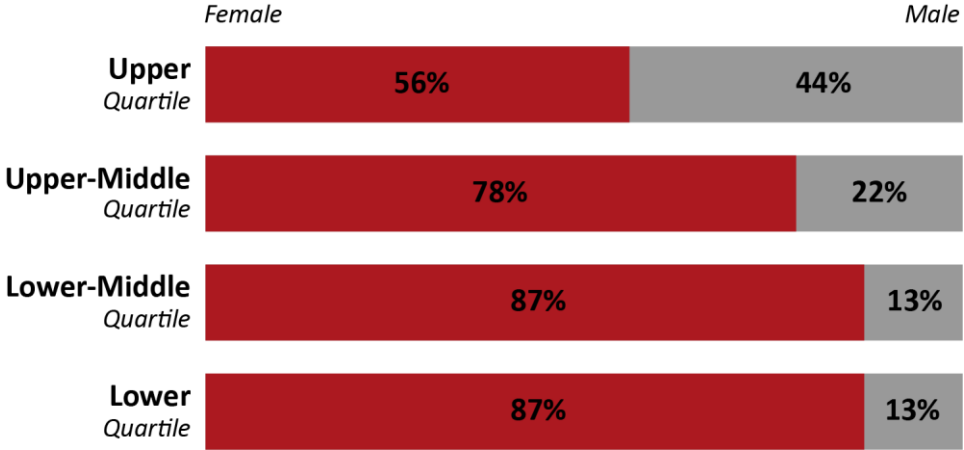
**> Gender Pay Gap**



**> Gender Bonus Gap**

Bonuses were not paid to any staff

**> The proportion of men and women in each of four pay quartiles**



## Gender Pay Statement

QEGSMAT operates 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.

At the snapshot date our Trust consisted of:

- Two Secondary academies
- Two Primary academies
- One Junior academy
- A Central Team

We are a flexible employer who actively promote flexible working opportunities for our staff at all levels.

Within education it is recognised that:

- More women apply to work in the sector due to attractive working patterns i.e. part time and term time contracts to work around child care responsibilities;
- Part time work can be less highly paid;
- Female staff are more likely to have career breaks and may not progress into senior leadership roles.

The staffing profile within our Trust is largely female throughout all levels of the organisation as shown in the quartile data.

QEGSMAT use the pay scales for teaching staff in accordance with the School Teachers' Pay and Conditions document. For the majority of support staff, we use the pay scales set by the NJC (National Joint Council for Local Government Services). Staff move through the pay scales for their grade based on a thorough and robust performance management process, meaning that earnings are based on performance outcomes, irrespective of gender.

In addition to the national pay agreements QEGSMAT consistently:

1. Uses skill based assessment tasks within recruitment (*not to solely rely on interviews to make an assessment of a candidates suitability*);
2. Utilises structured interviews for all recruitment and promotions (*relying on structured questions and clear assessments of answers*);
3. Encourages salary negotiations by advertising salary ranges for posts (*as all adverts list actual salary ranges to ensure transparency*);
4. Providing transparency to promotion, pay and reward processes (*through the Trust pay and appraisal policies*).

There has been a fluctuation in the Trust's upper quartiles in favour of men and also in the upper middle quartile in favour of women. The Trust will continue to monitor this situation and ensure our policies and procedures support fairness and equality for all roles.