

Accord Gender Pay Gap Report – March 2019

Introduction

The Board of Directors of the Accord Multi Academy Trust are committed to the promotion of equality of opportunity and choice for employees and advocates fair and equal treatment of staff irrespective of gender.

All posts within our organisation are aligned to nationally agreed pay scales.

The Accord Multi Academy Trust is committed to both flexible working and family friendly provision to support all our staff, not just females.

Data

In line with requirements, our figures are as follows, using the **snapshot date of 31st March 2018:**

Difference Between Male and Female Employees		
Please note bonus pay is not applicable		
	Definition	Hourly Rate of Pay
Mean	This is calculated by totalling all hourly rates and dividing by number of employees	Females are paid 24.8% less than males.
Median	This is calculated by splitting all hourly rates between male and female in ascending order taking the middle ranks value (i.e. 51 st value)	Females are paid 41.18% less than males.

The Proportion of Males and Females in Each Quartile Bands				
Gender	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Female	90.37%	81.3%	72.6%	63.7%
Male	9.7%	18.8%	27.4%	36.3%

Supporting Statement

Analysis of our data and comparison with other Academies within the Wakefield District, demonstrates:-

- The Gender Pay Gap is a high level, non-adjusted indicator of male and female earnings affected by workforce distribution and workforce make-up;
- As the figures demonstrate, the majority of staff in the lowest quartile are predominantly female therefore, the gap between the 'average' female hourly rate of pay and the 'average' male hourly rate of pay is affected;
- Our figures show females outnumber males in the upper quartile, demonstrating a higher percentage of females in senior positions within the MAT;
- The overall gender pay gap reflects workforce composition rather than pay inequalities.
- Overall in every category our gender pay gap has reduced in the year period since the first report of March 2018.

I confirm that the information published here has been prepared from our payroll data on the snapshot date and is an accurate representation of Gender Pay Gap information for the Accord Multi Academy Trust.



Alan Warboys
CEO for Accord Multi Academy Trust
31 March 2019