



Accord Gender Pay Gap Report – March 2023

Introduction

The Board of Trustees 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 all 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, regardless of gender.

Data

In line with requirements, our figures are as follows, using the **snapshot date of 31st March 2022:**

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 25.2% 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 47.9% 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	91.9%	80.2%	70%	65.8%
Male	8.1%	19.8%	30%	34.2%

Supporting Statement

- The Trust's 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 quartiles are predominantly female therefore, the gap between the 'average' female hourly rate of pay and the 'average' male hourly rate of pay is affected; this is predominantly a result of a historical imbalance in the education sector and inherited within schools, where a disproportionate number of lower paid support staff roles are occupied by female colleagues;
- Our figures show females outnumber males in the upper quartile and the upper middle quartile, demonstrating a higher percentage of females in senior leadership / executive positions within the Trust;
- The overall gender pay gap reflects workforce composition rather than pay inequalities.
- The review and overview of the Trust's Gender Pay Gap data over the years in which reporting has been required is shown in Appendix 1.

How are we supporting gender equality in the Trust?

- We continue to challenge wherever possible, the historical imbalance of the disproportionate number of lower paid support staff roles being occupied by female colleagues.
- We ensure that all senior leaders and human resources staff undertake recruitment training, including recognising and challenging unconscious gender bias.
- We continue to further cultivate our flexible working culture, underpinned by supportive leadership and management teams, advice and policies, formalised by a new suite of Trust Family Policies during early 2023.
- We are also committed to an ongoing review and extension of our professional development and collaboration opportunities for all staff to enable all employees to realise their full potential and progress for promotion should they so choose.
- Underpinning all of our actions is the Trust's Equality and Diversity Policy which sets out our commitment to ensure that all people within the Trust, including pupils and staff, feel respected and valued and that recruitment and selection is open, transparent, fair and equal.
- The Trust has also recently launched its People Pledge and Employee Benefits package 'Accord Rewards' providing all employees clarity on what it means to be employed by the Trust and the support you can expect to receive alongside access to an exceptional rewards package of retailer discounts and well-being support.

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
07 March 2023



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Appendix 1

	Lower Quartile						Lower Middle Quartile					
Gender	31.3.22	31.3.21	31.3.20	31.3.19	31.3.18	31.3.17	31.3.22	31.3.21	31.3.20	31.3.19	31.3.18	31.3.17
Female	91.90%	89.90%	88.80%	90.70%	90.30%	92.37%	80.20%	82.70%	76.70%	75.90%	81.20%	80.51%
Male	8.10%	10.10%	11.20%	9.30%	9.70%	7.63%	19.80%	17.30%	23.30%	24.10%	18.80%	19.49%

	Upper Middle Quartile						Upper Quartile					
Gender	31.3.22	31.3.21	31.3.20	31.3.19	31.3.18	31.3.17	31.3.22	31.3.21	31.3.20	31.3.19	31.3.18	31.3.17
Female	70.00%	70.60%	72.40%	70.40%	72.60%	70.34%	65.80%	61.50%	65%	61.10%	63.70%	61.54%
Male	30.00%	29.40%	27.60%	29.60%	27.40%	29.66%	34.20%	38.50%	35%	38.90%	36.30%	38.46%