

GENDER PAY GAP REPORT 2021

MacIntyre Academies Trust is committed to ensuring equality of opportunity and the fair treatment of all colleagues irrespective of gender. All posts are aligned to agreed pay scales, with everyone receiving equal pay for equal roles. That said, we are not complacent about the need to continually challenge and review our approaches to recruitment and promotion.

This report, using a snapshot of data taken on 31st March 2021, looks at the difference in the average hourly rate of pay (median and mean) between male and female employees. This is different to equal pay, which is the difference in pay between men and women who carry out the same jobs, similar jobs or work of equal value.

This is our first year of reporting. In future we will be able to include year on year comparisons.

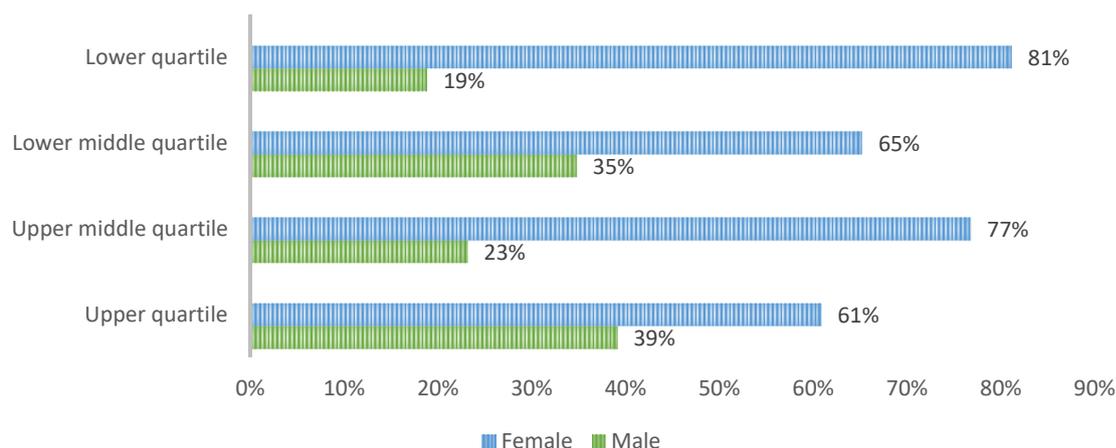
Our Results

Gender Representation

The gender split within the organisation (out of 286 employees) was 72% female and 28% male.

Pay Quartiles

The Pay Quartiles are calculated by ranking the pay for each employee from lowest to highest.



Females are the highest represented group in all four pay quartiles, occupying 81% of the lowest paid jobs and 61% of the highest.

A large number of the roles in our organisation allow flexibility in terms of hours and working patterns (for example term time only) and can be more attractive to those people who want to work more flexibly. As a result, these roles often attract a high level of interest from those with primary childcare responsibilities.

The mean gender pay gap

This measure averages the hourly pay of all employees to calculate the difference between the mean hourly pay of men, and the mean hourly pay of women.

	Mean Average
Male	£17.66
Female	£14.39
Pay Gap	18.5%

We believe this pay gap is primarily driven by the large number of females within the lower and lower middle pay quartiles (101 females and 37 males).

The median gender pay gap

This is the difference between the hourly pay of the median man and the hourly pay of the median woman. The median for each is the man or woman who is in the middle of a list of hourly pay ordered from highest to lowest paid.

	Median Average
Male	£12.95
Female	£11.35
Pay Gap	12.4%

Based on the median hourly pay rate, for every £1 male employees earn, female employees earn 12p less.

Bonus pay gap

MacIntyre Academies does not have a bonus scheme in place, therefore data relating to the mean and median bonus gender pay gap and the proportion of males and females receiving a bonus payment is not applicable.

Conclusion

Like most providers in the education sector, the majority of our workforce are female with a large number fulfilling part time or lower paid support roles. From our analysis, we believe this is the primary driver to our pay gender gap.

We are confident that the pay gap shown is due to the structure of our workforce rather than any gender differences in recruitment, pay or opportunity.

Kevin Rodger

Kevin Rodger
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(CEO of MacIntyre Academies Trust)

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