

**TheMidland
AcademiesTrust** 

Gender Pay Gap Report 2018

Midland Academies Trust

Nicola Morrison

Director of Human Resources & Organisational Development

Midland Academies Trust is legally required to calculate and publish an annual gender pay gap report. This report provides gender pay gap information data reflective of the snap shot date of 31 March 2018.

Pay & Bonus Gap

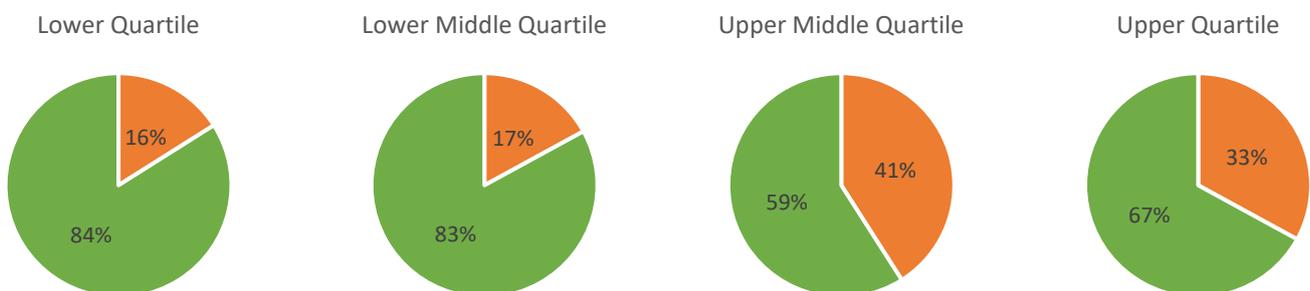
The mean gender pay gap for the Trust is 16.90%.

The median gender pay gap for the Trust is 27.86%.

The mean bonus gender pay gap for the Trust is minus 22.27%

The median bonus gender pay gap for the Trust is minus 22.27%

Pay Quartiles



The above image illustrates the gender distribution at the Trust across four equally sized quartiles, each containing a little over 100 colleagues.

Midland Academies Trust is committed to its statutory duties as set out in the Equality Act 2010 and the principle of equal opportunities and equal treatment for all employees. As part of that principle, the Trust believes that all staff should receive equal pay for the same, or broadly similar work rated as equivalent, or for work of equal value, regardless of their sex or any other characteristic. The Trust follows the Local Authority's recommendations for setting Teachers' Pay (in line with the School Teachers' Pay and Conditions Document) and Support Staff pay.

The gender pay gap shows that there is a difference in the average pay between men and women. However, it is noted that a significant amount of our workforce hold term time only contracts and as such there is no scope in the calculation to use an annualised average. Therefore term time only contracts may have created an artificially low gross hourly rate figure where their pay in the month has been annualised.

The Trust will continue to review policies and practices to ensure that they are relevant and fair and over the next 12 months will be taking further steps to demonstrate its ongoing commitment by:

- Evaluating recruitment processes for gender bias and ensuring diverse selection panels and provide unconscious bias training for all staff involved in the recruitment or promotion of staff.
- Evaluate how the status of flexible working can be increased, through better job design and other measures to ensure full engagement (whether the progress of staff is hindered by the fact that senior posts are predominantly full-time; access to CPD sessions etc.) and ensuring that family friendly policies are reviewed and promoted across the College.

- Identify potential equality and gender barriers through mechanisms such as employee engagement surveys to maximise opportunity for staff to express views on gender.

I confirm the data in this report is accurate and has been carried out in line with regulations.

Nicola Morrison

Director of Human Resources, Organisational Development & Marketing