



## GENDER PAY REPORT

<b>Snapshot Date:</b>	31.03.2021
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Difference in mean and median hourly rate of pay		
	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap % difference male to female	22.1	15.4

Difference in mean and median bonus pay		
	Difference in the mean bonus pay	Difference in the median bonus pay
Pay gap % difference male to female	0	0

Proportion of male and female employees who were paid bonus	
	Proportion receiving a bonus
Male employees (% paid in bonus compared to all male employees)	0
Female employees (% paid a bonus compared to all female employees)	0

Proportion of male and female employees according to quartile pay bands				
	Quartile 1 Lower	Quartile 2 Lower middle	Quartile 3 Upper middle	Quartile 4 Upper
Male (% males to all employees in each quartile)	16.7	16.7	16.7	30.8
Female (% females to all employees in each quartile)	83.3	83.3	83.3	69.2

Supporting statement			
I confirm that the information published here is accurate			
Signature:	<i>J. Harris</i>	Date:	31/03/2022
Status/Position:	CEO		



### Supporting statement

#### Who are we?

A Multi Academy Trust (MAT) who provide an innovative learning environment with outstanding teaching, support and pastoral care within the Birmingham area.

The MAT consists of 3 schools and a college including our founding Academy, Wilson Stuart School which has an Outstanding Ofsted rating plus Queensbury School and Mayfield School, all catering for SEND children ages 2 to 19 years old and the HIVE College catering for ages 19 – 25 years.

Our values:

- to Engage
- to Include
- to Apply
- to work Together

These are relevant to the gender pay gap as we want our staff or colleagues to feel supported in a holistic team that strives for the very best outcomes for everyone within it. Our mission is to engage all staff to support each other and feel included in our family environment. Together for the benefit of all.

We recognise that all have the right to equal value and everyone has the right to excel therefore our gender pay gap will bring about a fair and equal workforce.

#### Mean and Median Gender Pay Gap

This is the first time we have published our gender pay gap. Our median gender pay gap is 15.4%, our mean gap is 22.1%. This is due to differing roles taken up by men and women within the Academy.

#### Concluding Statement

We use pay scales in line with School Teachers' Pay and review annually. For non-teaching support staff we use the pay scales set by the national Joint Council for Local Government Services. All staff move through the pay scales for their grade based on a thorough appraisal process. This means that earnings are based on performance outcomes, irrespective of their gender.

**We are going to:**

- Take action to address any gaps and also take action through wider policies and activities to make sure our policies and practices are fair. For example, further investment into succession planning and the development of our staff to build sustainable pipeline of talent to progress through the schools.
- Continue to carry out equal pay audits to ensure like-for-like roles are paid equally, including disability, sexual orientation and ethnicity to achieve a greater insight into pay equity.
- Review policies on shared parental leave, maternity, paternity and adoption leave and support for working carers.