

# The STAR Multi Academy Trust Gender Pay Gap Report

**Snapshot date 30<sup>th</sup> March 2022**

The STAR Multi Academy Trust (STAR MAT), in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, is required to publish information to indicate the extent of any pay gap between its male and female employees. This is different to equal pay.

STAR MAT is an equal opportunity employer, committed to the elimination of discrimination throughout its fair and transparent recruitment process; pay policies and professional development. The STAR MAT's employment practices are reviewed frequently to ensure that individuals are recruited on the basis of their merits and abilities and the Trust welcomes job applicants of all ages, cultures and backgrounds.

We consult with staff unions on our pay policy annually. Men and women who carry out the same job, or work of equal value are paid on the same pay band. The overall GPG therefore reflects workforce composition rather than pay inequalities.

Our schools at the snapshot date included:

- Tadcaster Grammar School
- Sherburn High School
- Riverside School, Tadcaster
- Monk Fryston CE Primary
- Saxton CE Primary
- South Milford Primary School
- Sherburn Hungate Primary School
- Kellington Primary School
- Kirk Fenton CE Primary School
- Appleton Roebuck Primary School
- Brayton CE Primary School

## Difference in mean and median hourly rate of pay

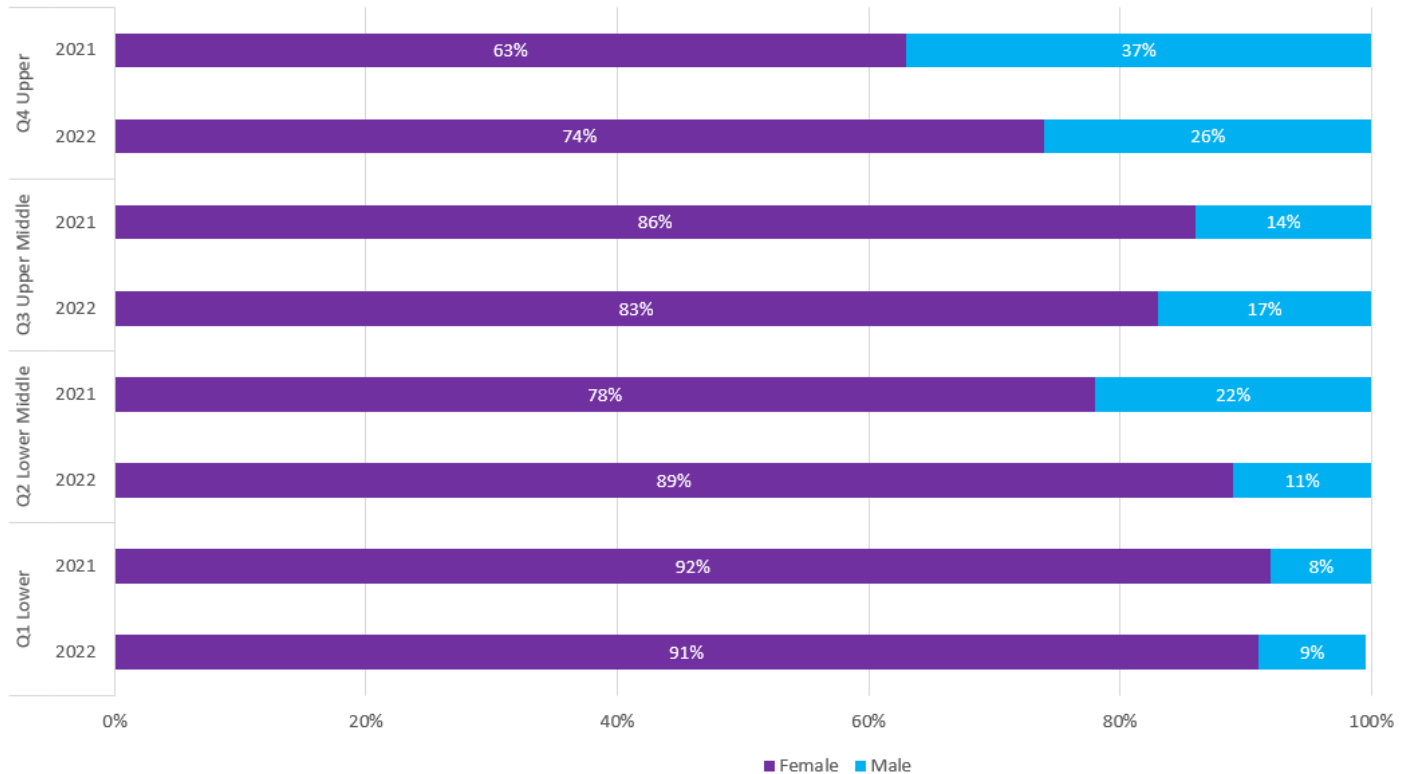
The 'mean' rate of pay refers to the difference between **average** men's and women's hourly earnings.

The 'median' rate of pay refers to the difference between **the midpoints** in the ranges of men's and women's hourly earnings (i.e. when these are ranked from lowest to highest).

DIFFERENCE BETWEEN MALE AND FEMALE EMPLOYEES			
	2022	2021	2020
<b>Mean</b>	20.1%	19%	20.7%
<b>Median</b>	43.1%	45.3%	46.33%

No bonuses were paid to staff for the reporting period.

## Proportion of male and female employees according to quartile pay bands



## Supporting Narrative

The STAR MAT, a charitable trust, follows the School Teachers' Pay and Conditions Document for setting teachers' pay and the National Joint Council (NJC) for Local Government Services for setting support staff pay. All the STAR MAT schools are within the North Yorkshire County Council Local Authority area.

Teaching staff are remunerated on an incremental pay scale that rewards them for their professional performance; additional responsibilities and their level of experience.

Support staff pay scales are determined via a process of job evaluation to reflect the value and complexity of the different roles undertaken. We are committed to the promotion of equal opportunities and our job roles are evaluated to ensure fair pay in each role and we advertise each position with no gender bias.

Eighty-five percent (85%) of STAR MAT employees are female. We recognise that the vast majority of employees in the lower band posts are female. Many of these posts are term-time only or part-time positions. These posts have proved attractive to employees with family commitments.

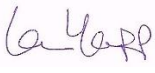
Over thirty-one percent (31%) of our employees have two or more contracts, possibly at very similar rates of pay for the different roles they perform within the Trust. Therefore, calculating GPG on the number of contracts would distort our GPG figures. Where there are staff with multiple contracts, Equalities Office advice is to choose the most appropriate method of calculating GPG. The figures are based on individual employees, not number of contracts, regardless of whether their contract is full or part-time. We are of the opinion that this methodology is a truer reflection of our GPG.

All staff are valued and receive proper recognition for their work and their contribution to the schools. Decisions regarding performance related pay are moderated across the Trust by pay committees within Local

Governing Bodies and ratified by the STAR MAT Board. Of staff on the leadership pay grades, ninety-four percent (94%) are women. This is significantly higher than the national average of forty percent of employees in the top quartile being female<sup>1</sup>. This suggests that women progress and are appointed to the most senior positions in the trust.

### **Supporting Statement**

I confirm that the above information has been prepared from our payroll data on the snapshot date as of the 4<sup>th</sup> April 2022 and fairly presents the Gender Pay Gap information for The STAR Multi Academy Trust.

**Signature:** 

**Name:** Ian Yapp

**Position:** Chief Education Officer

**Date:** 28<sup>th</sup> June 2022