



Gender Pay Gap Report

The Cam Academy Trust

March 2020

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1 INTRODUCTION

This report contains The Cam Academy Trust's disclosure of the gender pay gap as of the 31 March 2020 (snapshot date).

All companies with 250 or more employees are required to publish their gender pay gap. The gender pay gap is the difference between the hourly rate of pay for male employees and female employees.

The gender pay gap is reported using the following data:

- Mean – Average hourly pay
- Median - The mid-point of the hourly rate of all salaries when organised from lowest to highest
- Bonuses - The number of staff receiving bonuses by gender and the gender gap for bonus payments (mean/median).
- Quartiles – The distribution of gender in each pay quartile (i.e. organising the hourly rate from lowest to highest, splitting them into four equal groups and showing how many men and women are in each group)

In order to calculate The Cam Academy Trust gender pay gap, we have used the data from all staff who fall into the category of a 'Relevant Full Pay Employee' as defined in the ACAS guidance '[Managing Gender Pay Reporting](#)'. This includes all school and central Trust staff, regardless of their contractual terms and conditions, but excludes staff who have taken unpaid leave during the period.

On the 31 March 2020, the Trust consisted of 4 secondary schools and 7 primary schools.

Cambourne Village College
Comberton Village College
Melbourn Village College
St Peter's School

Everton Heath Primary School
Gamlingay Village Primary
Hartford Infant School
Hartford Junior School
Jeavons Wood Primary School
Offord Primary School
Thongsley Fields Primary School

2 CONTEXT

The gender pay gap is different to equal pay reporting. Equal pay reporting shows the differences between men and women who carry out the same job, or whose work is of equal value. The gender pay gap figures show the difference in the average pay between all men and women in a workforce regardless of their position within the organisation. If the Trust's findings show that there is a particularly high gender pay gap, this could indicate that there may be a number of issues to deal with, and the individual calculations may help to identify what those issues are.

For the purposes of gender pay reporting, the definition of who counts as an employee is defined in the Equality Act 2010. This is known as an 'extended' definition which includes:

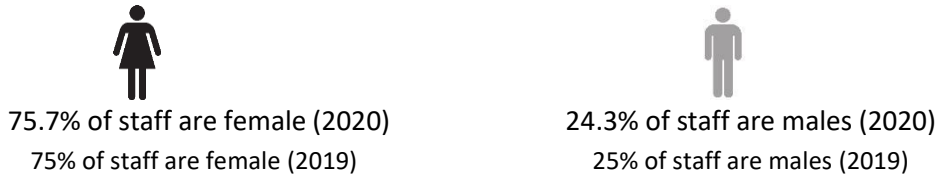
- employees (those with a contract of employment)
- workers (contract to do work or provide services)
- some self-employed people (where they have to personally perform the work)
Self-employed people data not included 2019/2020

Each part time worker will count as one employee for gender pay reporting purposes. Where we operate a job-share, each employee within the job-share counts as one employee.

3 THE CAM ACADEMY TRUST GENDER PAY GAP – HEADLINE FIGURES

The number of relevant full pay employees included in the sample was 1164. Of this sample, 881 were female and 283 were male.

Gender Profile of The Cam Academy Trust:



The Cam Academy Trust’s Gender Pay Gap:



Hourly Pay Quartiles:

	All Staff		Lower Quartile		Lower middle quartile		Upper middle quartile		Upper Quartile	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
2020	75.7%	24.3%	76.3%	23.7% Gap 52.6%	88.7%	11.3% Gap 77.4%	75.9%	24.1% Gap 51.8%	64.6%	35.4% Gap 29.2%
2019	75%	25%	81%	19% Gap 62%	83%	17% Gap 66%	73%	27% Gap 46%	63%	37% Gap 26%

What do the figures mean?

Staff numbers overall have grown from 974 in March 2019 to 1,164 in March 2020. In terms of the gender make up, this represents an increase on previous years, with current workforce numbers at 283 male employees and 881 females.

On the ‘snapshot date’, 76.3% of employees within the *lower quartile* of the Trusts pay structure were female, this is primarily due to a higher number of female staff in support roles, that are attracted to part time positions that have lower rates of pay. The gender pay gap in this quartile represents a reduction on previous years data and is evidence of our continued efforts to close the pay gap.

In the *upper quartile*, 64.6% of employees were female, this represents a larger percentage of females on a higher rate of pay than that of their male counterparts. The percentage increase for female staff in this quartile is primarily due to new schools joining the organisation in 2019/2020.

Across the Trust, on the snapshot date of 31 March 2020, our mean gender pay gap was 20.4%, compared to 21% in 2019. The median gender pay gap was 33.5%, compared to 33.2% in 2019. This data shows that women earn 20.4% less than men, with the median difference being 34.5%. The median figure has increased slightly this year, but importantly the mean pay gap has reduced. Although this represents only a small reduction, it is clear that our actions are having a positive impact and that things are moving in the right direction.

The Trust is confident that the gender pay gap is not a result of paying men and women differently for work of equal value, but rather from the distribution of roles between our male and female employees. For example, lower paid and part time roles attract more women applicants, this is typical of establishments throughout the educational sector. It is also worth mentioning that the perceived increase in the gender pay gap from 2019/2020 was expected and reflective of a change in the workforce during the past 12 months.

Whilst any increase in the pay gap is disappointing, the data shows that our continued commitment to closing this gap has been most effective in the *lower pay quartile* and in the *mean* average overall. It is expected that these reductions will steadily continue, but we recognise the work necessary to further reduce the gender pay gap.

NB: The Office of National Statistics reported public sector gender pay data for 2020 can be found [here](#).

Bonus Pay

Due to the nature of the pay scales and pay scheme used by the Trust, bonus payments are not actively used and there were no bonus payments made within this period.

4 HOW DO THE PAY STRUCTURES WORK?

The Trust uses two national pay structures to pay its staff. The National Teachers pay scale is used for teaching roles and the NJC (National Joint Council) pay scale is used for support roles, this includes roles such as Teaching Assistants, Administrators etc.

Employees move incrementally through their pay range and therefore employees with a longer service record will be at a higher scale point within their pay range. These pay scales are agreed at national level and the Trust has no direct influence over these.

The figures included within this report continue to compare two very different sets of terms and conditions, with pay scales that are not comparable. Separating the data between the two sets of distinctive staff groups would clearly show that whilst we should not be complacent, the gender pay gaps are not as considerable as when the groups are compared together.

6 WHAT ARE WE DOING TO REDUCE THE GENDER PAY GAP?

The Cam Academy Trust is committed to reducing the Gender Pay Gap and will continue to work towards:

- Encouraging staff to take on promoted and leadership posts and supporting them to do this.
- Transparency to promotion and pay processes - We ensure that we are open about processes, policies and criteria for decision making. This means employees are clear on what is involved, and that managers understand that their decisions need to be objective and evidence-based because those decisions can be reviewed by others. Introducing transparency to promotion and pay and reward processes can reduce pay inequalities.
- Continue to support employees returning to work and with young families. We offer shared parental leave and flexible working. The latter of which reinforces our commitment to equality of opportunity and improves workplace flexibility for men and women.
- Use of skill-based assessment tasks in recruitment rather than relying only on interviews - We ask candidates to perform tasks they would be expected to perform in the role they are applying for. We use their performance in these tasks to assess their suitability for the role. Standardised tasks and scoring will ensure fairness across candidates.
- Promoting professional development for all staff, at all stages of their career. Introduction of a Continual Professional Development Policy.
- Structured interviews for recruitment and promotions – All candidates are asked the same questions in a predetermined order and format that are graded using pre-specified, standardised criteria. Structured and unstructured interviews both have strengths and weaknesses, but unstructured interviews are more likely to allow unfair bias to creep in and influence decisions.
- Ensuring staff and managers are invested in maintaining a healthy work/life balance.
- Promoting a well-being culture which, in turn, will result in a higher retention of staff.

Whilst this data helps us to better understand our gender pay gap, we must consider that this information is now a year out of date and that there have been several changes to the gender mix across the Trust since March 2020. It is also recognised that reporting a combined figure for teaching and support staff will continue to have a negative effect when reporting our gender pay gap. However, these factors will not deter us from our commitment to closing the gender pay gap as we continue to promote equality, diversity and inclusion for all.

Mr Stephen Munday
Chief Executive Officer