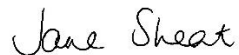


## **Gender Pay Gap report - 31 March 2020**

The Diocesan MAT is committed to promoting equality of opportunity and pay for all staff and job applicants, where rates are fair and applied to the role not the individual. We aim to create a supportive and inclusive working environment in which all individuals are able to make best use of their skills, free from discrimination or harassment, and in which all decisions are based on merit.

I confirm that our data has been calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Jane Sheat, Chief Executive Officer

### **What is gender pay reporting?**

The Diocesan MAT as an employer with more than 250 employees is required by law to carry out Gender Pay Gap Reporting in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The gap is reported by using two main calculations - the difference in the mean (average) hourly rate and the median (actual midpoint) hourly rate.

The hourly rates are also separated into four quartiles, to give the proportion of male and female employees are distributed throughout the organisation.

### **Commentary**



the Diocesan MAT has a much higher proportion of women in all quartiles, and a small number of male Headteachers and Deputy Headteachers.

All the schools within the Diocesan MAT are primary schools and the majority of primary school staff are female. This is a reflection of the national situation.

Since our last report in 2018, the number and proportion of male teachers and support staff has increased. The gender pay gap has decreased, however, although the small number of male staff skews the mean and median figures for all staff.

The Diocesan MAT uses national pay scales for teachers and locally agreed pay scales for support staff based on the National Joint Council for Government Services. Pay progression is based on performance management. No bonuses were paid.

While the mean and median figures display a modest gap in gender pay between men and women, this is because of the higher number of female employees working in our primary schools and primary schools nationally.

The Diocesan MAT encourages flexible working and employs a large number of part-time and term-time only staff. Female staff benefit in particular from flexible working, as it enables them to fulfil caring responsibilities outside of school.



Male		Female		Total	
No.	%	No.	%	No.	%

<b>Number of employees</b>	<b>40</b>	<b>7.7%</b>	<b>480</b>	<b>92.3%</b>	<b>520</b>	<b>100.0%</b>
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**ALL STAFF**

**Quartiles**

upper hourly pay quarter	19	14.5%	112	85.5%	<b>131</b>	<b>100%</b>
upper middle hourly pay quarter	8	6.1%	123	93.9%	<b>131</b>	<b>100%</b>
lower middle hourly pay quarter	5	3.8%	126	96.2%	<b>131</b>	<b>100%</b>
lower hourly pay quarter	8	6.3%	119	93.7%	<b>127</b>	<b>100%</b>
<b>Total</b>	<b>40</b>	<b>7.7%</b>	<b>480</b>	<b>92.3%</b>	<b>520</b>	<b>100.0%</b>

<b>Mean difference between male and female hourly pay</b>	<b>25.0%</b>
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<b>Median difference between male and female hourly pay</b>	<b>53.4%</b>
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**TEACHERS**

**Quartiles**

upper hourly pay quarter	7	16.7%	35	83.3%	<b>42</b>	<b>100%</b>
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**St Edmundsbury and Ipswich**  
Diocesan Multi Academy Trust

upper middle hourly pay quarter	5	11.6%	38	88.4%	<b>43</b>	<b>100%</b>
lower middle hourly pay quarter	7	16.3%	36	83.7%	<b>43</b>	<b>100%</b>
lower hourly pay quarter	2	5.1%	37	94.9%	<b>39</b>	<b>100%</b>
<b>Total</b>	<b>21</b>	<b>12.6%</b>	<b>146</b>	<b>87.4%</b>	<b>167</b>	<b>100.0%</b>

<b>Mean difference between male and female hourly pay</b>	<b>7.3%</b>
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<b>Median difference between male and female hourly pay</b>	<b>7.5%</b>
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**SUPPORT STAFF**

**Quartiles**

upper hourly pay quarter	6	6.7%	83	93.3%	<b>89</b>	<b>100%</b>
upper middle hourly pay quarter	3	3.4%	86	96.6%	<b>89</b>	<b>100%</b>
lower middle hourly pay quarter	4	4.5%	85	95.5%	<b>89</b>	<b>100%</b>
lower hourly pay quarter	6	7.0%	80	93.0%	<b>86</b>	<b>100%</b>
<b>Total</b>	<b>19</b>	<b>5.4%</b>	<b>334</b>	<b>94.6%</b>	<b>353</b>	<b>100.0%</b>

<b>Mean difference between male and female hourly pay</b>	<b>11.4%</b>
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<b>Median difference between male and female hourly pay</b>	<b>-0.1%</b>
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