

The Duston Education Trust Gender Pay Gap Report Snapshot Date 31st March 2020

Introduction

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees. This report has been prepared from our payroll data on the snapshot date of 31 March 2020. (also included last year as a comparison)

Difference in mean and median hourly pay

The mean hourly rate is the average hourly wage across the trust so the mean gender pay gap is a measure of the difference between women's mean hourly wage and men's mean hourly wage. The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle; so the median gender pay gap is the difference between women's median hourly wage (the middle paid woman) and men's median hourly wage (the middle paid man).

March 2019	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap % difference male to female	27	47.2

March 2020	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap % difference male to female	22.3	37.3

Proportion of male and female employees according to quartile pay bands

In addition, employers are required to disclose the distribution of gender by pay quartile – in other words splitting the workforce into four groups based on their pay, and showing the proportion of men and women in each group.

March 2019	Quartile 1. Lower	Quartile 2. Lower middle	Quartile 3. Upper middle	Quartile 4. Upper
Male (% males to all employees in each quartile)	12.5	25	29.2	57.4
Female (% females to all employees in each quartile)	87.5	75	70.8	42.6

March 2020	Quartile 1. Lower	Quartile 2. Lower middle	Quartile 3. Upper middle	Quartile 4. Upper
Male (% males to all employees in each quartile)	20.9	18.6	34.9	53.5
Female (% females to all employees in each quartile)	79.1	81.4	65.1	46.5

Proportion of male and female who were paid bonus pay

The gender pay gap report legislation requires that any bonus information is included.

	Proportion receiving a bonus
Male employees (% paid a bonus compared to all male employees)	0
Female employees (% paid a bonus compared to all female employees)	0

Statement

The Duston Education Trust is committed to the promotion of equality of opportunity and choice for employees and supports the fair treatment of all staff irrespective of gender through our transparent recruitment processes, pay policy and professional development. Our male and female staff are paid within the same pay band for the same job role.

The majority of staff in the lower pay quartiles are females in support roles therefore the gap between the 'average' female hourly rate of pay and the 'average' male hourly rate of pay is significantly affected. The overall pay gap therefore reflects workforce composition rather than pay inequalities.

I confirm that the information in this report fairly represents the gender pay gap information for The Duston Education Trust.

Mr S Strickland
Principal / Accounting Officer