



Gender Pay Gap Report 2022

This report details the statutory information which New College Durham Academies Trust is required to publish to show the pay gap between our male and female employees. The legislation requires all employers with more than 250 employees to publish their gender pay gap. Due to increasing employee numbers, this is the first time the Trust has been required to publish gender pay gap data.

The Trust is committed to ensuring fair pay for all employees regardless of their gender and role within the organisation. The Trust operates a single Pay Policy which is consulted on annually with recognised unions and reports pay decisions to the Academy Trust Board.

Data used

The data in this report shows the gender pay gap that exists within NCDAT, based on the hourly rates of pay for all employees and workers as of 31 March 2022.

On this date, the Trust comprised of two Academies (North Durham Academy and Consett Academy) and had 291 employees and workers. Of these, 182 or 63% were female and 109 or 37% were male.

Publication requirements

The requirement is to publish data around 6 statutory measures as follows:

1. Proportion of males and females in each quartile band
2. Mean gender pay gap
3. Median gender pay gap
4. Proportion of males and females receiving a bonus payment
5. Mean bonus gender pay gap
6. Median bonus gender pay gap

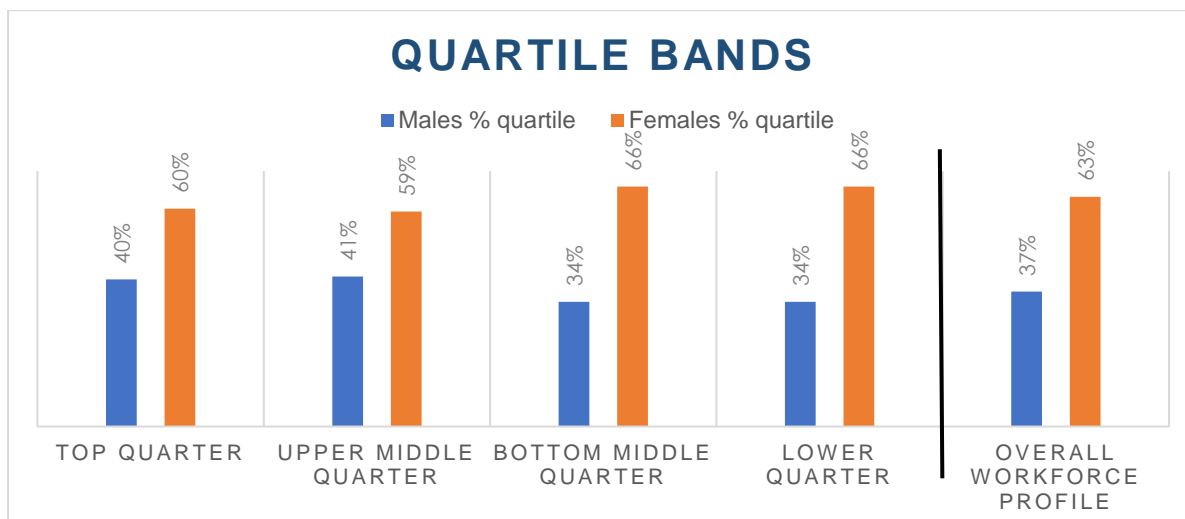
The Trust does not award 'bonus' payments to any employees as a means of incentive or reward. Therefore, the Trust makes a nil return in relation to points 4 to 6 above.

Findings

For NCDAT:

- On 31 March 2022, our **mean** gender pay gap was **4%**
- On 31 March 2022, our **median** gender pay gap was **13%**

The quartile bandings, and overall workforce gender profile, for the Trust are shown in the table on the next page:



Understanding the findings

The figures show that the mean hourly rate of pay for female employees was 4% lower than for male employees. The difference between the hourly rate for the median female employee was 13% lower than for the male median employee.

Taking into account the overall gender profile of the Trust's workforce (37% male and 63% female), the quartile bandings demonstrate that there were proportionately more males in the top two bands and proportionately more females in the bottom two bandings. A proportion of the lower paid staff are in roles such as administration and classroom support which typically attract more female applicants. However, it is important to stress that all appointments to roles within the Trust are made on merit and pay grade is determined by the role, not the individual.

The Trust appoints staff to its agreed pay and grading structures, including the national pay scales within the School Teachers' Pay and Conditions Document. As a result, we are confident that the gender pay gap is not due to paying men and women differently for work of equal value, but rather from the distribution of roles between our male and female employees.

Conclusion

Nationally, the median gender pay gap for all employees was 14.9% which meant that, on average, women earned 14.9% less than men (taken from the Office for National Statistics Annual Survey of Hours and Earnings 2022). The Trust's median gender pay gap was 13%, so more positive than the national average figure.

This is the first year in which the Trust has reported its gender pay gap so comparative data from other years is not available. Whilst our gender pay gap is lower than the national average, the Trust is committed to identifying ways in which this gap can be reduced in future years.

Linda Rodham
 Chief Executive Officer
 29/03/2023