

Gender Pay Gap Report 2023

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. This is the second 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.

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 2023.

On this date, the Trust comprised of two Academies (North Durham Academy and Consett Academy) and is reporting here on 316 employees and workers. Of these, 202 or 63.9% were female and 114 or 36.1% were male.

Publication requirements

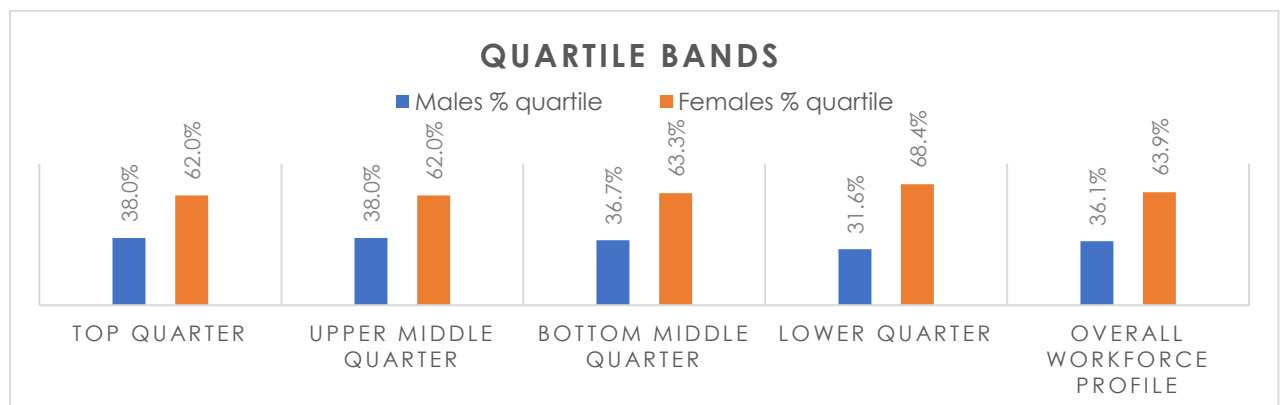
The requirement is to publish data around 6 statutory measures as follows:

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 2023, our **mean** gender pay gap was **5.5%** and our **median** gender pay gap was **18.6%**. The quartile bandings, and overall workforce gender profile, is shown below:



Understanding the findings

The figures show that the mean hourly rate of pay for female employees was 5.5% lower than for male employees. The difference between the hourly rate for the median female employee was 18.6% lower than for the male median employee.

Taking into account the overall gender profile of the Trust's workforce (36.1% male and 63.9% female), the quartile bandings demonstrate that there were proportionately more males in the top three bands and proportionately more females in the bottom banding. A proportion of the lower paid staff are in roles such as administration and classroom support which typically attract more female applicants.

Trend analysis

The Trust's gender pay gap has worsened since 2022 with the mean gap increasing from 4% to 5.5% and the median gap increasing from 13% to 18.6%. No single factor can be identified for this change though a small number of male appointments to senior roles and an increase in female apprentices have contributed.

Overall, the median pay for men has remained virtually unchanged since 2022 (reduced by 1p per hour), but the median pay for women has reduced by £1.03. Average hourly pay for men has increased by 7% whereas for women it has increased by 5.1%. Comparing these increases with the cost of living rises during that year (5% for teaching staff and between 3.8% and 8% for support), would suggest that more women were on the top of their salary scales and so were not eligible for incremental progression.

With the expansion of the Trust to include Wellfield later in 2023, and then further to include the primary schools in 2024, it is anticipated that the gender pay gap may widen further next year due to the transfer of directly employed lower paid groups which are female dominated e.g. cleaning and catering.

Conclusion

It is important to note that all appointments to roles within the Trust are made on merit and pay grade is determined by the role, not the individual. Staff are appointed to the Trust's 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.

This being said, the Trust has a gender pay gap and is committed to identifying ways of identifying root causes behind the gap and trying to address these.



Linda Rodham
Chief Executive Officer
27/03/2024