

4 April 2019

2018 Gender Pay Gap Report

As an employer of over 250 employees, we are required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Dixons Academies Trust operates as an Equal Opportunities employer. We are confident that men and women are paid equally for doing equivalent roles across the Trust. In determining pay for our employees, we refer to National agreements for the pay of teachers and support staff and have always ensured full compliance with equal pay. We are committed to addressing diversity in our Trust. We recruit our employees based on their skills and qualities rather than their demographic characteristics.

Underpinning all our actions, irrespective of gender are transparent policies including:

- Equality & Diversity Policy
- Safer Recruitment Policy
- Staff Leave of Absence Policy
- Flexible Working Policy
- Shared Parental Leave Policy

These policies set out our commitment to ensure fair and equal treatment for all and can be accessed on our website at: www.dixonsat.com/about/policies.

Dixons Academies Trust is a Multi-Academy Trust employing 897 staff in 11 schools. There are 615 (69%) female employees and 282 (31%) male employees.

Pay Gap v Equal Pay

The gender pay gap is not the same as unequal pay. Unequal pay is giving women less than men for the same work. This has been unlawful since the Equal Pay Act was introduced in 1970. This report explores the reasons why Dixons Academies Trust continues to have a gender pay gap and identifies how we intend to close the gap.

Our results

There are more women than men in our lower paid roles, but there are also more women than men in higher paid ones. Dixons Academies Trust employs more women than men. The number of women employed across the Trust is evenly distributed across the 4 quartiles, whereas, there are fewer men employed by the Trust but more are paid in higher paid roles than in the lower quartiles – this is one of the main reasons for our gender pay gap.

Gender Pay Gap

Difference between men and women

	Mean	Median
2018	14.8%	16.8%

Pay Quartiles

	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
Male	20.9%	30.4%	30.4%	44.2%
Female	71.9%	69.6%	69.6%	55.8%

Like most educational establishments, Dixons Academies Trust is made up of more female staff. Nationally, 74% of teachers at all grades are female. The split in gender for all staff employed by Dixons Academies Trust is:

- Female 615 (69%)
- Male 282 (31%)



Dixons Academies Trust promote and reward our staff irrespective of their demographic characteristics. This is evidenced by the number of female staff who are in senior roles within the Trust. In the Upper Middle and Upper Quartiles, the Trust employs:

- Female 281
- Male 167

Bonuses

Percentage of men and women receiving bonuses.

	Men	Women
2018	2%	1%

Mean bonus gender pay gap: 30.1%

Median bonus gender pay gap: 33.1%

Drivers of our gender pay gap

We believe that our pay gap is due to the higher proportion of the men employed by the Trust who are in the top two pay quartiles. In other words, we have differences in gender representation in different job functions.

This is a national issue, particularly in schools where some roles create a cultural gender split. For example, there are more female staff employed in support roles, such as teaching assistants, midday supervisors, cleaners and these roles fall in to the Lower and Lower Middle Quartiles. However, this gap has reduced year on year with the recruitment of two females in the last year in Executive posts within the Trust.

This creates what appears to be a gender pay gap when looking at mean and median for whole staffing figures and not within grades. We can confirm there is no variation in pay between female and male staff who are undertaking the same role.

How to continue to close the gender pay gap

As a Trust, we acknowledge that there is continued work to do. This will be informed by the Government Equalities Office guidance to help identify the causes of the gender pay gap and steps that can be taken to eradicate it. This advice will be central to the steps we take to help close the gap.

Dixons Academies Trust will focus on specific aspects of employment (professional development, progression etc.) from recruitment to termination to identify if women and men leave the Trust at different rates as this could contribute to our gender pay gap. This will feed in to the recruitment and retention elements of our talent management strategy.

The Trust will continue to examine our recruitment, performance management and employee career development opportunities to ensure our processes remain transparent, open, fair and equal. The Trust will continue to examine our policies and practices to ensure they are not contributing to the gender pay gap, making appropriate improvements.

For example, ensure they are free from unconscious bias. We will continue to improve our family friendly initiatives so that they encourage men and women to share childcare responsibilities and encourage employees to take advantage of current arrangements that enable them to fulfil their caring responsibilities, including shared parental leave.

This statement confirms that the published information is accurate at the time of publishing and is signed by Jo Lynch COO of the Dixons Academies Trust.

Jo Lynch COO