

4 April 2020

2019 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 take account of 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 1075 staff in 12 schools. There are 734 (68%) female employees and 341 (32%) 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

Dixons Academies Trust employs more women than men, and more women than men in every pay quartile, including the top one. However, while the number of women employed across the Trust is evenly distributed across the two middle pay quartiles, they are under-represented in higher paid roles and over-represented in lower-paid ones. These are the two main drivers of our gender pay gap.

Gender Pay Gap

Difference between men and women

	Mean	Median
2019	13.4%	14.7%
2018	14.8%	16.8%

Pay Quartiles

(2018 in brackets)

	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
Male	23.4% (20.9%)	31.6% (30.4%)	31.6% (30.4%)	40.3% (44.2%)
Female	76.6% (71.9%)	68.4% (69.6%)	68.4% (69.6%)	59.7% (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. Our split in gender for all staff noted above has remained relatively stable this year, with 68% female this year compared to 69% last year. The relative proportions of women and men in the lower-middle and upper-middle pay quartiles, closely matches this overall profile, but the picture shifts at the lower and upper quartiles.



Dixons Academies Trust attempts to promote and reward our staff irrespective of their demographic characteristics. However, while the proportion of women in the upper middle pay quartile matches exactly the proportion of women we employ overall, the proportion of women in the upper pay quartile drops by almost 9 percentage points. Although lower than the 13 percentage point drop in 2018, it is still a significant gap and a challenge for our overall talent strategy.

Performance Related Pay

The percentage of men and women part of whose pay is performance related is as follows:

	Men	Women
2019	2.1%	1.5%
2018	2.1%	0.8%

Mean PRP gender pay gap: 25.85% (30.1% in 2018)

Median PRP gender pay gap: 30.75% (33.1% in 2018)

Only our highest-paid staff have a percentage of their pay withheld and then awarded on an annual performance-related basis. The proportion of women in these roles has almost doubled this year, but is still lower than that for men.

Drivers of our gender pay gap

While we employ more women than men at every level of pay, our gender pay gap is due to the higher proportion of the men employed by the Trust who are in the top pay quartile and the higher proportion of women in the bottom pay quartile. While these gaps have closed slightly in the last year, we still have significant differences in gender representation in our highest-paid and lowest-paid 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 and cleaners, and these roles mostly fall in to the Lowest Quartile.

We also need to challenge our own practices in respect of staff development and promotion, and to ensure that no unconscious biases or unintended consequences are holding back our female employees from the highest-paid roles.

These two factors create a gender pay gap when looking at mean and median for whole staffing figures, although not within grades. We can confirm there is no variation in pay between female and male staff who are undertaking the same role.

How we shall 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 Sir Nick Weller, CEO of Dixons Academies Trust.

Sir Nick Weller

CEO