

4 April 2022

2021 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. We have a blind recruitment process and rigorously apply criteria to short-listing. We regularly train on fair recruitment and unconscious bias.

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 1148 staff in 12 schools. There are 814 (70.9%) female employees and 334 (29.1%) male employees.

Pay Gap versus 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, the main driver is the 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
2021	16.0%	26.0%
2020	16.4%	22.1%

Pay Quartiles

(2020 in brackets)

	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
Male	19.0% (14.3%)	27.0% (32.2%)	32.0% (33.8%)	38.0% (39.2%)
Female	81.0% (85.7%)	73.0% (67.8%)	68.0% (66.2%)	62.0% (60.8%)

Like most educational establishments, Dixons Academies Trust is made up of more female staff. Nationally, 75.8% of teachers at all grades are female. Our split in gender for all staff noted above has remained stable this year, with 70.9% female this year compared to 70.2% last year. The relative proportions of women and men in the lower-middle and upper-middle pay quartiles, closely matches this overall profile.



Dixons Academies Trust has seen an increase in the median gap % this year which has been caused by an increase in the women employed overall by 0.7%. The figure can unpredictably fluctuate year on year due to the differences in hourly rates around the median. However, the mean % has improved by 0.4% due to the increased % of females within the middle 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 is close to the proportion of women we employ overall, the proportion of women in the upper pay quartile still has a wider gap and a challenge for our overall talent strategy. There has however, been an increase of females representing both Upper quartiles.

Performance Related Pay

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

	Men	Women
2021	2.0%	1.0%
2020	2.1%	1.4%

Mean PRP gender pay gap: 22.0% (22.0% in 2020)

Median PRP gender pay gap: 18.0% (23.0% in 2020)

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 remains the same as last year, however, it is still lower than that for men.

Factors influencing 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. Whilst we have made further progress in the upper quartile since last year, the lower pay quartile still affects the overall pay gap.

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 are focusing on specific aspects of employment (professional development, progression, flexible working and workforce development policies etc.) from recruitment to termination to identify if women and men leave the Trust at different rates as this may be contributing to our gender pay gap, however, analytics so far doesn't suggest this. Ongoing data will continue to feed in to the recruitment and retention elements of our talent management strategy. Our Teaching Institute has continued to deliver a Women in Education course which has had a good voluntary uptake and the take up of the apprenticeship levy for those in the lower pay quartile has increased since last year.

The Trust has continued to deliver training to leaders to ensure transparency, openness and fairness when applying policy and 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