

2023 Gender Pay Gap Report

Dixons Academies Trust is a Multi-Academy Trust employing 1832 staff in 17 schools. There are 1286 (70.2%) female employees and 546 (29.8%) male employees.

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 equal work, in all roles across our trust. In determining pay for our employees, we take account of national agreements for the pay of teachers and support staff and have, when establishing the correct pay band for roles, always ensured we comply with our obligations to ensure equity of pay and reward. We are committed to addressing diversity in our trust, recruiting 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.

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

- Equality and diversity
- Safer recruitment
- Staff leave of absence
- Flexible working
- Shared parental leave

These policies set out our commitment to ensure fair and equal treatment for all and, in an effort to ensure transparency, all of our people policies can be accessed on our public website at: www.dixonsat.com/about/policies.

Pay gap versus Equal pay

It is important to note that the existence of a gender pay gap is not the same as unequal pay. Unequal pay is giving women less than men for like work and has been unlawful since the Equal Pay Act was introduced in 1970. This report gives information relating to the gender pay gap at Dixons and identifies how we intend to close the gap.

Our results

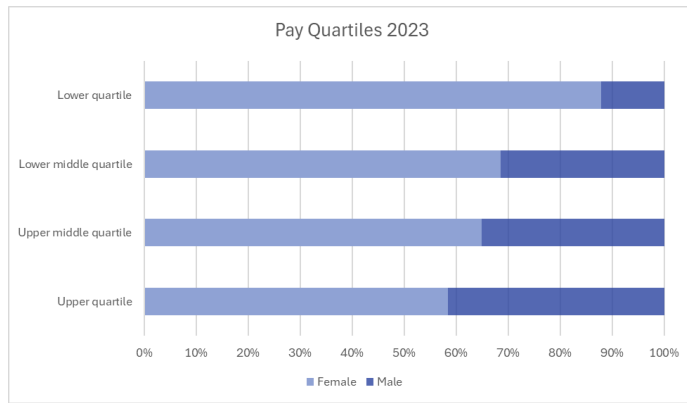
Dixons employs more women than men, and more women than men in every pay quartile, including the top one.

There are two principal drivers in the existence of a gender pay gap in our trust:

- Women make up more than 50% of the workforce in each of the pay quartiles at Dixons, which is a testament to our work to ensure parity of opportunity and representation at all levels of our trust
- Women are significantly overrepresented in the lower pay quartiles compared with the upper quartiles (and as a result the converse for men)

Both points would create a movement in the mean and median rate of pay for each sex.

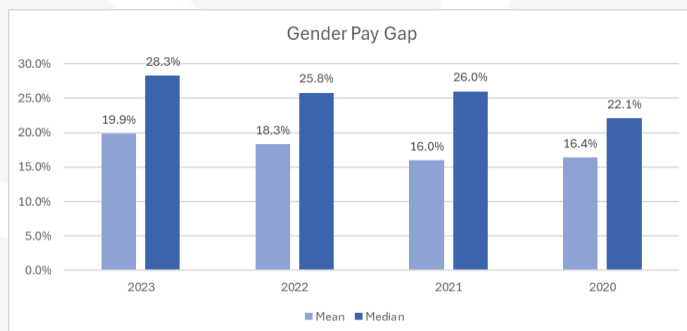
Employee population by pay quartile



As indicated above, women make up more than 50% of the employee population in all four pay quartiles, and are significantly over represented in the lower quartile.

We believe this is indicative of our positive recruitment practices and the opportunities available to women in education and leadership across our trust.

Gender pay gap



In 2023, we noted:

- The mean hourly rate for women was 19.9% lower than the mean hourly rate for men
- The median hourly rate for women was 28.3% lower than the median hourly rate for men

In 2023, there has been a relatively small increase to the mean, which is due to the high percentage of females in the lower quartile, which has increased by 4% since 2022. Similarly, there is a 2.5% increase in males paid on the upper quartile which accounts for the increase in our overall median pay gap.

Performance related pay

At the beginning of the 2022/23 academic year, our trust made the decision to jettison traditional appraisal and end the link between pay progression and performance management. As pay and performance are decoupled, main scale teachers and support staff automatically progress through their stated pay range on an annual basis. In 2024, we will be moving to annual progression for upper pay scale teachers and those paid on the leadership scale.

Factors influencing our gender pay gap

While we employ more women than men at every level of pay, a significant contributor to our gender pay gap is the higher proportion of the men employed by our trust who are in the top pay quartile and the higher proportion of women in the bottom pay quartile.

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 into the lowest quartile.

In 2024 and beyond, we are committed to looking at our recruitment, development and promotion practices, and challenging the accepted ways of working to ensure that no unconscious biases or unintended consequences are holding back our female employees from the highest-paid roles.

We believe that the two factors identified are the principal contributors to a gender pay gap when looking at mean and median hourly rates; however, we also believe that, through our pay benchmarking process, we always ensure equal pay for equal work.

We can confirm there is no variation in pay between female and male staff who are undertaking the same role.

Working to close our gender pay gap

As a trust, we acknowledge that there is continued work to do.

Informing this work will be guidance from the Government Equalities Office, information from our own staff engagement survey (with national benchmarking), and the full implementation of our EDI strategy.

We continue to focus 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 our trust at different rates as this may be contributing to our gender pay gap. Ongoing data will also continue to feed into the recruitment and retention elements of our talent management strategy. Our Centre for Growth has continued to deliver a Women in Education course which has had a strong voluntary uptake, and the take up of the apprenticeship levy for those in the lower pay quartile has increased year on year.

Our 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 Luke Sparkes, Chief Executive, Dixons Academies Trust.

Luke Sparkes