

2022 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 1645 staff in 15 schools. There are 1148 (69.8%) female employees and 497 (30.2%) male employees.

Pay Gap versus Equal Pay

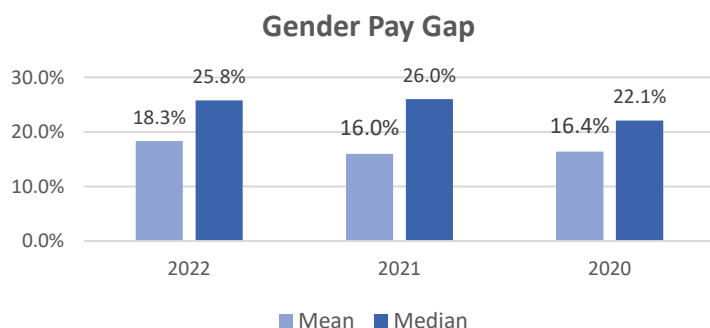
The gender pay gap is not the same as unequal pay. Unequal pay is giving women less than men for the same work. This has been unlawful since the Equal Pay Act was introduced in 1970. This report explores the reasons why Dixons Academies Trust continues to have a gender pay gap and identifies how we intend 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 upper pay quartiles which indicates the number of successful female leaders within our trust, the main driver is the significant over-representation of our female staff in lower quartiles. These are the two main drivers of our gender pay outcomes.

Gender Pay Gap

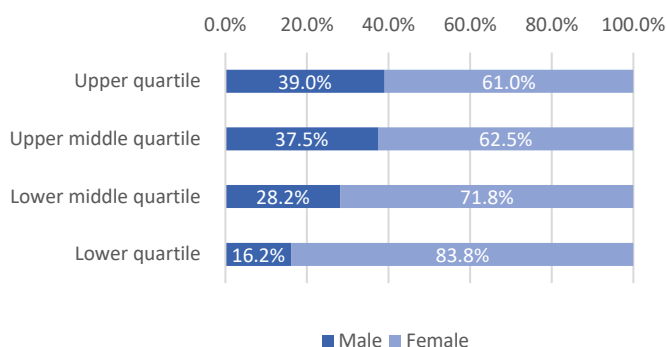
Difference between men and women



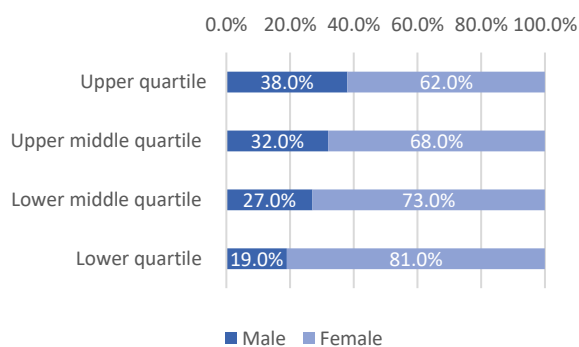
In 2022, women's mean hourly rate is 18.3% lower than men's and median hourly rate is 25.8% lower than men's, which is a marginal decrease since 2021.

Pay Quartiles

Pay Quartiles 2022



Pay Quartiles 2021



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. A contributing factor to this, is the on-boarding of our Northwest schools, which have a higher population of women within the lower quartiles which has pushed the % up for representation and widened the gap.

Performance Related Pay

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

	Men	Women
2022	2.0%	1.0%
2021	2.0%	1.0%

Historically our highest-paid staff have had a percentage of their pay withheld and then awarded on an annual performance-related basis, however, since September 2022 this no longer applies, and therefore, these calculations will no longer apply moving forward.

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 which 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 into 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 continuing 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 the 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 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 Luke Sparkes, Chief Executive of Dixons Academies Trust.

Luke Sparkes
Chief Executive