

Gender Pay Gap Report

March 2021

Overview and Data

The Priory Federation of Academies Trust (the Trust) is an equal opportunities employer.

The Trust is opposed to all forms of discrimination and is committed to ensuring all young people, applicants and employees are respected and treated fairly at all times. The Trust achieves this through transparent policies and procedures, including but not limited to:

- Equal Opportunities and Diversity Policy - Staff
- Recruitment and Selection Policy
- Appraisal Policy for Teaching Staff, CEO and Directors
- Public Sector Equality Duty
- Support Staff Appraisal Policy

The Trust's Gender Pay Gap figures for the reporting date of 31st March each year are detailed below:

Year	Total Number of Employees Included	Number of Males Included	Number of Females Included
2017	795	251	544
2018	1063	301	762
2019	1169	302	867
2020	1316	322	994

		Mean Pay Gap	Median Pay Gap	Lower Pay Quartile	Lower Middle Pay Quartile	Upper Middle Pay Quartile	Upper Pay Quartile
	Across The Priory Federation of Academies Trust 2017	23.5%	37.8%	81.9% F 18.1% M	72.4% F 27.6% M	65.7% F 34.3% M	53.8% F 46.2% M
	Across The Priory Federation of Academies Trust 2018	25%	34.8%	84.6% F 15.4% M	75.2% F 24.8% M	72.9% F 27.1% M	54.0% F 46.0% M

	Across The Priory Federation of Academies Trust 2019	23.3%	31.7%	85.3% F 14.7% M	75.7% F 24.3% M	76.0% F 24.0% M	59.6% F 40.4% M
	Across The Priory Federation of Academies Trust 2020	22.66% Lower for women	35.14% Lower for women	89.05% F 10.95% M	78.45% F 21.55% M	70.5% F 29.5% M	63.67% F 36.33% M

To Note: No bonuses were paid to any members of staff during the reporting period.

The figures above are aggregated from all teaching and support staff positions. The Mean and Median figures represent the gap between male and female employees, with females being paid at a lower rate than males by the percentages quoted.

While the Mean hourly rate is still lower for females, the percentage gap has closed to be the lowest recorded for the Trust in the past four years' data.

In 2020 the Trust had 24.47% male and 75.53% female staff, compared with 25.83% male and 74.17% female staff in the 2019 calculations. These numbers impact on the figures in the table.

The data also reflects the increase in the Trust's academy portfolio during 2019-20; these figures now include Willoughby Academy (an all-through special school) and Cherry Willingham Primary Academy.

The Trust uses pay scales for all teachers that are aligned with the government's School Teachers' Pay and Conditions Document, which is reviewed on an annual basis. For support staff, the Trust uses pay scales that are set by the National Joint Council (NJC) for Local Government Services.

Teaching staff from all academies within the Trust move through the pay scales for their grade based on performance in their role, in line with the Appraisal Policy for Teaching Staff, CEO and Directors. Earnings, therefore, are based on performance outcomes and are irrespective of an employee's gender.

The Trust is committed to equal opportunities and will continue to monitor its salary levels to ensure that consistent principles are applied in line with the nationally agreed guidelines.

The Trust's Gender Pay Gap Action Plan for reducing our Gender Pay Gap has been implemented and can be found on the Trust's website. The plan details the commitment of the Trust and the steps that have been taken.

Supporting Statement

I confirm that the above information has been prepared from our payroll data on the snapshot date required and fairly presents the Gender Pay Gap Information for The Priory Federation of Academies Trust.

Signed:



Ian Jones, CEO