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## GENDER PAY GAP REPORT 2020

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This gender pay gap report is published in accordance with The Equality Act 2010 (Specific Duties and Public authorities) regulations 2017. The report is based on data for the snapshot date of 31 March 2020. The figures set out under the required 6 metrics, have been calculated using the methodologies detailed in the regulations. The report covers The Sir John Brunner Foundation Multi Academy Trust, comprising Sir John Deane's Sixth Form College and The County High School, Leftwich.

**1. Mean gender pay gap in hourly pay: 26.14%**

This means male employees were paid 26.14% more than female employees, when expressed as a mean.

**2. Median gender pay gap in hourly pay: 17.93%**

This means male employees were paid 17.93% more than female employees, when expressed as a median.

**3. Mean bonus gender pay gap: -41.04%**

This means female employees received a bonus of 41.04% more than male employees, when expressed as a mean.

**4. Median bonus gender pay gap: -7.54%**

This means female employees received a bonus of 7.54% more than male employees, when expressed as a median.

## 5. Proportion of males and females receiving a bonus payment

The proportion of males receiving a bonus was 22.81%, compared to 29.79% of females receiving a bonus payment.

## 6. Proportion of males and females when divided into four groups ordered from lowest to highest pay

	Male	Female
Lower quartile	14.63%	85.37%
Lower middle quartile	29.27%	70.73%
Upper middle quartile	37.8%	62.2%
Upper quartile	38.27%	61.73%

## 7. Additional information

This is the first gender pay gap report including both Academies, therefore comparison to previous years would not be appropriate.

The organisation continues to employ more female than male colleagues (30% male and 70% female).

The gender pay gap apparent within these results is due to the higher proportion of female employees in support staff roles. Support staff roles are typically paid at a lower rate, and where relevant the annual salary is pro-rated to account for the term time only nature of many such posts. Because of the term time nature of Support staff roles, they are a popular choice among female colleagues owing to the greater degree of flexibility around school holiday periods.

The bonus payments referred to in this data include the support staff standards payment, which relates only to Sixth Form College support staff. This is a single flat rate payment; the same amount is payable regardless of gender. Additional payments were made to all colleagues within the Sixth Form College following a grant that awarded to compensate for Sixth Forms in the Academy Sector who didn't receive the same level pay award as School sector. For the purpose of the gender pay gap report this is classed as a "bonus" payment.

With the exception of the bonus gender pay gap, which is explained above, benchmarking indicates the results are comparable and within the range of other organisations within the education sector.