

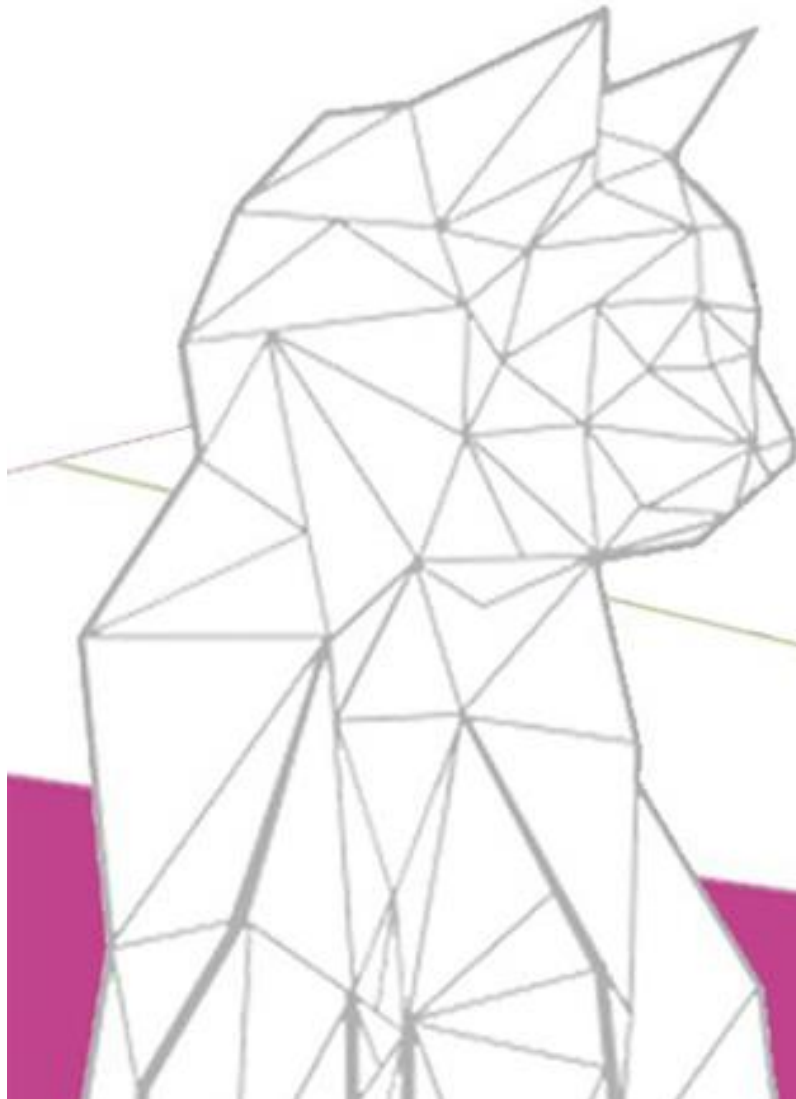


THE CHALLENGE ACADEMY TRUST

www.tcat.uk.com

GENDER PAY GAP REPORT

SNAPSHOT DATE: 31/3/2018



Difference in mean and median hourly rates of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference male to female	15.9%	30.9%

Difference in mean and median bonus pay

	Difference in the mean bonus pay	Difference in the median bonus pay
Pay gap. % difference male to female	19.3%	21.0%

Proportion of male and female employees who were paid bonus pay

	PROPORTION RECEIVING A BONUS
Male employees (% paid a bonus compared to all male employees)	10.6%
Female employees (% paid a bonus compared to all female employees)	8.0%

Proportion of male and female employees according to quartile pay bands

	QUARTILE 1 (LOWER)	QUARTILE 2. (LOWER MIDDLE)	QUARTILE 3 (UPPER MIDDLE)	QUARTILE 4 (UPPER)
Male (% males to all employees in each quartile)	18.8%	27.5%	33.5%	37.3%
Female (% females to all employees in each quartile)	81.2%	72.5%	66.5%	62.7%

SUPPORTING STATEMENT

I can confirm that the information published here is accurate.

Signature:Adrienne Laing.....

Date:31/3/2019.....

Status/position:Operations Lead – The Challenge Academy Trust.

SUPPORTING NARRATIVE

As a cross-phase Multi-Academy Trust, we are aware that we employ a greater number of female employees in ancillary and support services than male employees whilst the overall proportion of male employees in positions of leadership and management is higher than the proportion of female employees at these levels. We are actively encouraging female employees to progress through to leadership and management roles through training and development. We encourage the use of flexible working policies across our academies and are looking at bringing in Trust-wide initiatives in this area. We also ensure that our job roles are evaluated to ensure fair pay in each role and advertise each job with no gender bias and all our staff are employed on national pay schemes (Teachers Pay and Conditions and NJC Local Government Pay and Conditions).

Bonus pay is only paid in our 16-19 academy to business support staff and is paid on a pro-rated basis in accordance each employee's working time. Whilst a third of male employees who receive a bonus are full time, only a fifth of female employees receiving a bonus are full-time and this has affected the bonus pay gap as the required calculations take no account of part-time working.