

## Gender Pay Gap Report 2020-21

### Introduction

The Park Federation Academy Trust, in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, is required to demonstrate how large the pay gap is between male and female employees.

The Trust is a public sector body, and has a data capture date of 31<sup>st</sup> March each year.

### Statutory Disclosures

#### Mean Gender Pay Gap

The difference between the mean hourly rate of pay that a male and female full pay relevant employee receives is **15.6%**

#### Median Pay Gap

The difference between the median hourly rate of pay that male and female full pay relevant employees receive is **25.0%**

#### Mean Bonus Gap

The difference between the mean bonus rate of pay that male and female full pay relevant employees receive is **60.4%**

#### Median Bonus Gap

The difference between the median bonus pay that male and female full pay relevant employees receive is **70.1%**

#### The Proportion of Males and Females receiving a Bonus Payment

During the 12 month period ending with the snapshot date **7.7%** of male relevant employees and **3.9%** of female relevant employees received a bonus payment.

### The Proportion of Males and Females in each Quartile Pay Band

Gender	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Female	95.8%	91.7%	91.1%	89.0%
Male	4.2%	8.3%	8.9%	11.0%

## Supporting Statement

The majority of staff have joined The Park Federation Academy Trust via TUPE processes, and it is recognised that under TUPE regulations the Trust has no control over staffing when schools join the Trust.

Working within the Education Sector, it is common for a high proportion of the workforce to be female, and the Trust recognises that there are significantly higher proportions of women working in support roles (lower quartiles). The Office of National Statistics (ONS) offers explanations for this, including more women apply to work in the Education Sector due to attractive working patterns, for example term time working, and women are more likely to have a career break, thus, may not progress to senior positions.

The Park Federation Academy Trust is committed to the promotion of equal opportunities and supports the fair treatment of all staff irrelevant of gender, through transparent policies and processes. All roles within the Trust are aligned with nationally agreed pay scales and staff carrying out roles within the same pay band are paid the same irrespective of gender.

The overall pay gap reflects the make-up of the workforce at the Trust rather than pay inequalities.

A handwritten signature in black ink, appearing to read "M. Young".

**Martin Young**  
**Chief Executive Officer**