



KING EDWARD VI ACADEMY TRUST BIRMINGHAM

In April 2017, the government introduced new gender pay gap legislation which required all employers with 250 or more employees to publish their gender pay gap on their website and via a government portal.

The King Edward VI Academy Trust Birmingham is made up of the following schools:

- King Edward VI Aston School
- King Edward VI Sheldon Heath School
- King Edward VI Camp Hill School for Boys
- King Edward VI Camp Hill School for Girls
- King Edward VI Five Ways School
- King Edward VI Handsworth School for Girls
- King Edward VI Handsworth Grammar School for Boys
- King Edward VI Handsworth Wood Girls' Academy

This report is based on a headcount of 851 employees with 535 (62.9%) female and 316 (37.1%) male employees as at 4 April 2019.

The report is based on snapshot data as of 4 April 2019 and the findings are set out below:

- The mean gender pay gap for the Multi Academy Trust is 17.38%
- The median gender pay gap for the Multi Academy Trust is 27.17%

Pay quartile by gender as at April 2019

Band	Male	Female	Description
A	51.2%	48.8%	Includes all employees whose standard hourly rate places them above the upper quartile
B	42.9%	57.1%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
C	26.8%	73.2%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
D	27.7%	72.3%	Includes all employees whose standard hourly rate places them at or below the lower quartile

The figures set out above have been calculated using the standard methodologies as outlined in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Typically, female employees tend to work within roles that are lower paid, such as Cleaning Operatives or Lunch Time Supervisors. When considering the data, the following results were obtained within these types of roles of the whole workforce, which are as follows:

Role	Female	Male
Cleaning Operatives	10.34%	1.99%
Catering/Lunchtime Supervisors	4.93%	0.23%

The King Edward VI Multi Academy Trust Birmingham is committed to offering equal opportunities and equal treatment for all employees regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.

When taking action to reduce the gender pay gap, the MAT is committed to reviewing and updating a broad range of its policies and practices such as:

- Pay policy
- Equal opportunities policy
- Dignity at work policy
- Flexible working policy
- Maternity policy
- Paternity policy

What is the gender pay gap?

The gender pay gap is the difference between the average hourly earnings of a company's male and female employees.

What's the difference between the mean and the median figures?

The mean is calculated by adding up all of the wages of employees in a company and dividing that figure by the number of employees.

The median is the number that falls in the middle of a range when everyone's wages are lined up from the smallest to the largest.

What will we do to address the gender pay gap?

We are committed to ensuring that equality and fairness is at the core of our Reward System. The pay gap has reduced as of last year.

Our commitment

Over the coming 12 months we will review our results and set clear objectives in terms of how the gender pay gap can be addressed.

These objectives will include:

- Implement a Leadership Development Programme within the Multi Academy Trust, which will increase leadership capability and capacity in more diverse roles.
- Assess the benefits of paying all staff as a minimum the Living Wage.
- Continue to monitor the effectiveness of our pay policy and take appropriate action where identified.

- Ensure our recruitment process is fair, eliminates conscious and unconscious bias, and employ individuals based on attitude and cultural fit.
- To ensure family friendly policies encourage staff to combine careers and caring responsibilities, including the use of flexible working arrangements where possible.

We recognise that none of the above will remove gender inequality alone, and that it may take many years before the full impact of some of these objectives are felt.

We will continue to strive to ensure we are a fair employer and that our salaries are competitive and in line with others within the sector.

I, Heath Monk, Executive Director, confirm that the information in this statement is accurate.

Signed:-

A handwritten signature in black ink, appearing to read 'Heath Monk', is written over a light grey rectangular background.