



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.

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 is the difference between the mean and the median figures?

The mean is calculated by adding up all 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.

Gender Pay Gap Results

We are committed to ensuring that equality and fairness is at the core of our Reward System. We have reviewed our gender pay gap and the results are set out below.

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

1. King Edward Aston Academy
2. King Edward VI Balaam Wood Academy
3. King Edward VI Camp Hill School for Boys
4. King Edward VI Camp Hill School Girls
5. King Edward VI Five Ways School
6. King Edward VI Handsworth Grammar Boys
7. King Edward VI Handsworth School Girls
8. King Edward VI Handsworth Wood Girls Academy
9. King Edward VI Sheldon Heath Academy

This report is based on a headcount of 949 employees with 631 (66%) female and 318 (34%) male employees as of 4th April 2020.

The figures have been based on the methodologies as outlined in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. As a result of the COVID pandemic, employers are not required to report their Gender Pay Gap for 2020 until October 2021. We will be submitting the gender pay gap for the AT line with usual reporting timescales.

The report is based on snapshot data as of March 2020 and the data now includes Balaam Wood Academy. Findings are set out below:

- The mean gender pay gap for the Multi Academy Trust is **15.80%**
- The median gender pay gap for the Multi Academy Trust is **22.93%**

The mean gender pay gap for the Academy Trust of 15.80% is slightly higher than the national mean gender pay gap for all employees of 14.6% (as at 2020).

Data for the previous years' gender pay gap, as a year-on-year comparison is as follows:

Reporting Year	Academy Trust Mean	Academy Trust Median
2020/21	15.8%	22.9%
2019/20	14.3%	21.7%
2018/19	17.3%	27.1%

The Academy Trust continues to grow and acquire new Schools; the data above now includes Balaam Wood Academy. We will continue to monitor the year-on-year trend and to reflect the increase in newly joining schools. Our data also now includes salary, TLR and ADP payments.

On a reported basis, in terms of benchmarking our gender pay gap against other Academy Trusts, we are currently waiting for other Trusts to report their gender pay gap in line with the revised reporting timescales for 2021. We will provide an update as and when this data becomes available.

Pay quartile by gender as of 31st March 2020

Band	Male	Female	Description
A Upper Quartile 25%	43.88%	56.12%	The percentage split between male and female employees whose standard hourly rate places them in the top 25%.
B Upper Middle Quartile 25%	37.97%	62.03%	The percentage split between male and female employees whose standard hourly rate places them above the median but at or below the upper quartile.
C Lower Middle Quartile 25%	32.91%	67.09%	The percentage split between male and female employees whose standard hourly rate places them above the lower quartile but at or below the median.
D Lower Quartile 25%	19.33%	80.67%	The percentage split between male and female employees whose standard hourly rate places them at or below the lower quartile.

Within the lower quartile, there are a diverse range of roles including, Cleaning Operatives, Receptionists, PE and Coaching roles, Clerical Assistants, Administrators and Lunch Time Supervisors. Within the Lower Quartile, a large proportion (38%) of these roles are undertaken by Cleaners and, of this proportion, 84% of these roles are undertaken by female employees.

Within the Lower Middle quartiles, there is a mix of different roles (lower middle) e.g., Technician, Assistant, Officer, PA, Librarian and NQT's and within the upper middle quartile, roles include Teachers and Subject Leaders. Within these quartiles collectively, 60% more of these roles are occupied by females compared to male employees.

There is a higher proportion of males, 43%, in the upper quartile compared to only 19% of males in the lower quartile. Roles within this quartile include; Director, Deputy Head, Assistant Head and Head of Subject etc. Females represent (56%) of the upper quartile.

What we will do to address the gender pay gap – our commitment

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.

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
- Apprenticeship policy

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

These objectives will include:

- Continuing the work of a newly established Equality, Diversity and Inclusion Committee for the Foundation, the scope of which is focused on ED&I interventions linked to employment. The Committee has conducted surveys, spoken with colleagues across the Foundation, taken on board feedback from schools, employees and the student committee and has identified a number of new objectives. The objectives are linked to developing diverse talent pools to support recruitment practices, communications, encouraging employee voice and scheduling learning and development interventions. We are due to be running ED&I training which includes a focus on unconscious bias, identifying microaggressions and positive action in recruitment. All of these actions will help support gender pay and equality of opportunity for all.
- Continuing to hold meetings with Heads in the schools to conduct Equal Pay briefings, to discuss pay and to send school Heads their pay data as part of a review.
- Implementing the recently developed, new HR Strategy which includes a focus on six priority areas, including equality in recruitment, development, and reward.
- Continuing to monitor the gender pay gap and review how this compares to other Academy Trust Schools. We will conduct a year-on-year gender pay gap analysis and review the trend to see if this is in decline.
- Conducting a yearly pay review process to ensure that all schools have access to the latest pay scales to inform their pay decisions, and work with the schools to ensure that all staff, including Support Staff Pay is reviewed at least once per annum.
- Continuing to monitor the effectiveness of our pay policy and take appropriate action where identified, this will include reviewing pay by job role across the Trust to identify, raise and address issues of any gender pay equality where appropriate.
- Monitoring our recruitment process to ensure this is fair, eliminates conscious and unconscious bias, and employ individuals based on their skills, knowledge, experience, and cultural fit. We will be developing staff to run workshops for their schools, and this will include awareness of unconscious bias. We will encourage internal promotion within and across the schools within the Trust to ensure that opportunities are available to all.

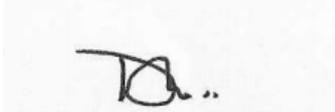
- Ensuring family friendly policies encourage staff to combine careers and caring responsibilities, including the use of flexible working arrangements where possible.
- Actively encouraging schools to regularly offer relevant training and promotional opportunities to colleagues at all levels of the school with a focus on those undertaking roles within the lower quartile, lower middle, and those within the upper middle quartile to ensure that opportunities for progression to the next quartile are encouraged.
- Ensuring supportive programmes are in place for those returning to the workplace after time out and consider how secondments and career breaks could affect our gender pay gap.
- Encouraging development through the apprenticeship programme and by utilising Levy funds.
- Assessing the benefits of paying all staff as a minimum the Living Wage.

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, Jodh Dhesi, CEO, confirm that the information in this statement is accurate.

Signed:

A rectangular box containing a handwritten signature in black ink. The signature is stylized and appears to be 'JD' followed by a flourish.