

Gender Pay Gap Report March 2020

Introduction

The Potteries Educational Trust is an employer required by law to carry out the gender pay gap reporting under the Equality Act 2010. This report shows the difference in pay between men and women across our Trust.

We are required to publish the results on our own website and on the government website. Please use the link [Gender Pay Gap Reports](#) to view our results and to also view the results from other organisations.

The data the report was carried out on is a snapshot from the Trust's payroll based on staff employed on 31st March 2020. At this point only the City of Stoke on Trent Sixth Form College and Biddulph High School were members of the Trust and employed a total of 273 staff.

The results of the statutory calculations are as follows:

The Mean Gender Pay Gap

The mean hourly rate for male employees was £25.755 and £20.388 for females. The difference between the mean hourly rate of pay for men and women employed at the Trust is 20.8% lower for female employees.

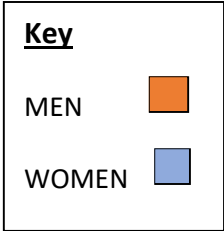
The Median Gender Pay Gap

The median hourly rate for male employees was £29.10 and £16.84 for female employees. The difference between the median hourly rate of pay for men and women employed at the Trust is 42.1% lower for female employees.

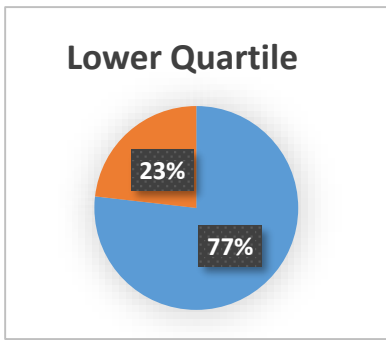
The Mean and Median Gender Bonus Pay Gap

Bonus pay is not paid at the Trust so we are unable to report on this.

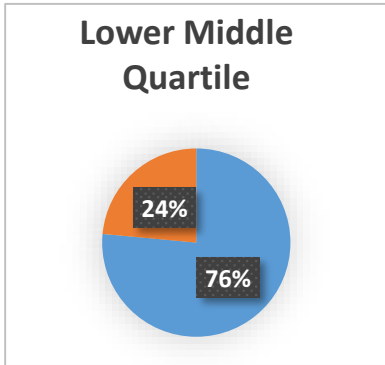
The proportion of Male and Female employees in each Quartile Pay Band (%)



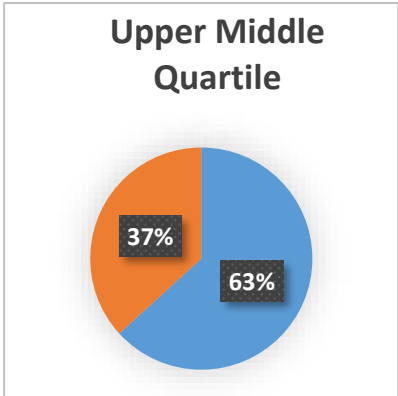
Staff in Lower Middle Quartile	Number of Staff
Female	52
Male	16
Total	68



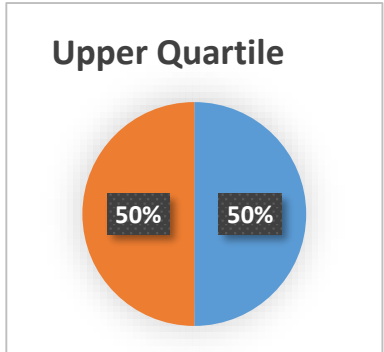
Staff in Lower Quartile	Number of Staff
Female	53
Male	16
Total	69



Staff in Upper Middle Quartile	Number of Staff
Female	43
Male	25
Total	68



Staff in Upper Quartile	Number of Staff
Female	34
Male	34
Total	68



Commentary

At the Potteries Educational Trust, we are committed to promoting and maintaining equality of opportunity and ensuring all staff are treated fairly irrespective of gender, race, disability, sexual orientation, marital status, pregnancy, gender reassignment, religion or age, in line with the Equality Act. All our posts are aligned to agreed pay scales, with men and women receiving equal pay for equal roles.

The City of Stoke on Trent Sixth Form College is a member of the Sixth Form Colleges Association (SFCA) and the College adheres to the SFCA salary scales for both Teaching and Support staff. Biddulph High School use pay scales based on the school's teacher pay and conditions for teachers and academy-based leaders. For Support Staff, they follow pay scales set by the National Joint Council (NJC). Teaching staff are assigned a salary point predominantly based on years of service and both Support and Teaching staff move through the pay scales annually subject to performance.

The gap in mean and median pay between men and women reflects the composition of the workforce as opposed to any pay inequalities; we have a higher proportion of female staff in each quartile and generally the lower paid jobs attract more females than males as they are either term time or part time positions. In the upper quartile there is not gender inequality as we have an equal ratio of men to women.