GENDER PAY GAP REPORT 2021

Plymouth CAST as an employer is required by law to carry out Gender Pay reporting under the Equality Act 2010 (Gender Pay Gap information) Regulations 2017. This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation. We are required to publish the results on our own website and a government website.

The effective date for reporting was 30th March 2022, based on a snapshot of data as of February 2021. At that time, the trust had 1,258 Full Pay Relevant Employees, of which 136 were male and 1,122 were female.

Plymouth CAST operates as an equal opportunity employer and does not discriminate in any way (as defined by the Equalities Act 2010 and other relevant legislation), in respect of recruitment, performance management and employee development opportunities. Gender plays no part in the assessment of salary grades at the Trust.

The results for the statutory calculations are:

1. The Mean Gender Pay Gap – The difference between the mean hourly rate of pay that male and female full pay relevant employees receive: **18.50%.** This means that, overall female employees receive lower pay than male employees do.
2. The Median Gender Pay Gap – The difference between the median hourly rate that male and female full-pay relevant employees receive: **33.3%.** This means that, typically female employees receive lower pay than male employees do.
3. The Mean Bonus Gender Pay Gap – This indicator is not applicable to Plymouth CAST.
4. The Median Bonus Gender Pay Gap – This indicator is not applicable to Plymouth CAST.
5. The proportion of males and females receiving a bonus payment – This indicator is not applicable to Plymouth CAST.
6. The proportion of males and females in each quartile pay band:

Quartile	Male	Female
Upper	8.73%	91.27%
Upper Mid	19.66%	80.34%
Lower Mid	50.0%	50.0%
Lower	11.22%	88.78%

Supporting Statement and Narrative

It is not unusual for Multi-Academy Trusts of our size and type to report large mean and median pay gaps. Our mean gap is in line with the national average for organisations employing a large number of professional staff. Our median gap is larger, reflecting the imbalance in the numbers of staff employed in our support functions, such as teaching assistants, mealtime assistants and administration roles, many of which are part time and are not as attractive to males as evidenced by job application rates.

Rose Colpus-Fricker
Chief Operating Officer