

Supporting Statement for the Gender Pay Gap Report

Introduction

With a view to reducing the inequality of pay between women and men in the workplace, there are now regulations in place which require all employers who have more than 250 employees to publish their gender pay gap.

The data provided in this report reflects the position at our snapshot date of 31 March 2017.

Castle Phoenix Trust is an equal opportunities employer. Our commitment to equal opportunities is supported by our Equal Opportunities and Recruitment and Selection policies, which can be found on our website.

Castle Phoenix Trust Gender Pay Gap Outcomes 31 March 2017

The mean gender pay gap					
$\frac{A-B}{A} \times 100$	$\frac{£16.06 - £14.78}{£16.13} \times 100$				7.97 %
A	£16.06				
B	£14.78				
A is mean hourly rate of pay for all male full-pay relevant employees					
B is the mean hourly rate of pay for all female full-pay relevant employees					
The median gender pay gap					
$\frac{A-B}{A} \times 100$	$\frac{£14.21 - £11.14}{£14.21} \times 100$				17.97 %
A	£13.58				
B	£11.14				
A is median hourly rate of pay for all male full-pay relevant employees					
B is the median hourly rate of pay for all female full-pay relevant employees					
The mean bonus gender pay gap					
Not applicable no bonuses					
The median bonus gender pay					
Not applicable no bonuses					
The proportion of males and females receiving a bonus payment					
Not applicable no bonuses					
The proportion of males and females in each quartile band					
For each quartile					
First calculation					
$\frac{A}{C} \times 100$					
A					
B					
C					
Second calculation					
$\frac{B}{C} \times 100$					
A					
B					
C					
A is the number of male full-pay relevant employees in the quartile					
B is the number of female full-pay relevant employees in the quartile					
C is the total number of employees in the quartile					

Quartile	Total	Male actual	Proportion	Female actual	Proportion
Lower quartile	103	14	14	89	86
Lower middle	104	22	21	82	79
Upper middle	103	28	27	75	73
Top quartile	103	24	23	79	77

Note - this figure is not asked for but 78.7% are female and 21.3% are male overall for these purposes

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Analysis and Pro-active Planning

The mean gender pay gap statistics for Castle Phoenix Trust identify that women are 7.97% lower paid compared to men in the Trust. This is below the national average of 18% however the Trust is still committed towards seeing an improvement.

The Trust is working towards more cohesive gender monitoring in all aspects of recruitment to include not only the proportion of male and female applicants but also the number of women and men in each job and pay band, the number of those in receipt of allowances and the numbers of men and women who apply for internal opportunities.

The Trust has already separated out the pay gap figures for each of the schools in the Trust to analyse gender pay gap differences and will further separate out the figures for full time and part-time employees.

Pay systems in place at the Trust are transparent and there are channels in place to communicate suggestions or concerns. However, in separating the pay gap figures by school, the Trust has established that the nature of some part-time, term time only roles that are required in schools (for example cleaners, lunchtime supervisors, cooks) and casual roles (for example exam invigilators, pool attendants, lifeguards) have a significant impact on the gender pay gap. There is a far higher percentage of women in these roles and is in part due to the national picture where women are choosing to look after children and hold part time, term time only posts. The Trust will continue to be pro-active in trying to attract men and women into such roles, but will also continue to raise awareness of part time vacancies as they arise to existing staff in such roles. The Trust has already appointed apprentices in a number of areas in the schools and is committed to the success these opportunities. The Trust is seeking ways to offer such roles to existing staff.

In one of the schools in the Trust, men accounted for just 4% of the employees. This provides a challenge which will be further considered by the Trust in its action plan going forward.

The Trust commenced a consistent approach to exit interviews approximately 6 months ago and will undertake a review of the outcomes of these to establish what the Trust can consider in order to enhance opportunities across the Trust with a view to reduce the gender pay gap. The Trust will ensure that any positive action is considered and appropriate.

The quartile statistics for lower middle quartile and top quartile very closely reflect the overall proportion of men and women in the Trust. The upper middle quartile captures approximately 70% of the teaching bands of men in teaching positions and the highest paid male support staff in the Trust. This has resulted in the relatively higher proportion of men in this quartile. The lower quartile captures a high percentage of part time, term time only roles as previously indicated.

Flexible Working

The Trust is already very supportive of flexible working arrangements for staff and will undertake further analysis of the proportion of men and women who work part time and full time, together with turnover of staff following the agreement of flexible working arrangements. The flexible working arrangements in place cover roles across the broad pay range including those at senior levels of employment.

Policy and Review

The Trust has a robust approach to policy review and has recently enhanced one of its family friendly policies. The Trust considers its role very important in ensuring staff have access to family friendly legal rights and shares these with staff through its HR team.

Talent Management

The Trust is committed to talent management and has a transparent career pathway for support staff to receive training and development opportunities to facilitate their progression on teaching training opportunities and is in the process of formalising a consistent approach to performance management for all support staff.

There is a pathway for teachers to be accredited as lead learning practitioners and the Trust offers bursaries and 'golden tickets' to provide high quality professional development. Where these opportunities are more embedded into a school, it is evident that they have contributed towards there being a very low gender pay gap between men and women as there are processes in place to enable both genders to progress.

Commitment

The Trust and the HR team is committed to equality of opportunity and makes this clear in its HR Mission statement.

HR's Mission Statement

To continually develop the HR strategy and provision to:

- Support the Trust's vision, strategic aims and each school's development plans through people
- Attract, retain and develop a talented, diverse and motivated workforce
- Create a culture committed to wellbeing in which people thrive
- Develop the Trust as a high performing organisation to maximise student success

Through

- Responsive HR expertise and professionalism
- Working in partnership and with integrity
- Business focussed solutions using best practice
- Effective performance management that develops and empowers staff
- Policies and processes that are fit for purpose
- Building the Trust's values of Trust, Honesty, Respect, Empowerment, Excellence

Trust's Vision

"To ensure that The Trust has well qualified staff, meets pupils' individual needs; offers equal opportunities for all; encourages responsible citizenship; celebrates pupils' strengths and achievements; develops positive behaviours for learning in a well ordered environment; promotes learning in a caring and supportive atmosphere; works in partnership with parents and all stakeholders including the wider community"