

GENDER PAY GAP REPORT 2021

Reporting on the position as of 31st March 2021

Northampton Primary Academy Trust, in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulation 2017, and as an employer of more than 250 employees, is required to publish information to measure and report on the gender pay gap in the organisation. This is as of 31st March 2021.

The overall gender pay gap is defined as the difference between the mean (average) or median (actual midpoint) hourly rate of pay of male and female employees.

At the time of reporting, the Academy Trust was made up of 10 primary schools.

The results of these statutory calculations are as follows:

Snapshot date – 31st March 2021

	Difference in the mean hourly pay		Difference in the median hourly pay
Pay gap % difference male to female		26.5%	38.7%

Snapshot hourly pay gap.

	Quartile 1 Lower	Quartile 2 Lower middle	Quartile 3 Upper Middle	Quartile 4 Upper
Male (% males to all employees in quartile)	5.3	2.6	7.3	9.9
Female (% females to all employees in quartile)	94.7	97.4	92.7	90.1
Average pay gap – Diff in pay (female to male)	£0.16	£0.04	£1.83	£5.63

Total employees – Male 6.3% (38) Female 93.7% (564) (total = 602)

The Academy Trust at the snapshot date was made up of ten primary schools.

No bonuses were paid to staff.

Supporting Statement

We encourage flexible working and we have a high number of females working in part-time support roles, with the proportion of women in the lower quartiles high because of this. This is reflected across the education sector generally, especially in primary education. The overall gender pay gap figure for the Trust therefore reflects the composition of our workforce, as opposed to gender pay inequalities. This year's data reflects a reduction in the gender pay gap across the Trust and we will continue to invest in activities that further reduces this in the future.

Job roles are benchmarked to ensure fair pay in each role and are advertised with no gender bias.

Pay scales for teachers and support staff are set nationally and not at school or Trust-level and the Trust adheres to national pay scales for both teachers and support staff. NPAT operates pay progression policies.

Northampton Primary Academy Trust is committed to the promotion of equality of opportunity and choice for employees and supports the fair treatment of all staff irrespective of gender. NPAT is an equal opportunities employer and does not discriminate in any way (as defined by the Equalities Act 2010 and other relevant legislation) regarding recruitment, performance management and employee career development opportunities. All posts are aligned to agreed nationally agreed pay scales and our male and female staff are paid within the same band for the same job role.

The Gender Pay Gap reporting is at a high level non-adjusted indicator; our workforce is predominately female therefore the gap is significantly affected by this. The majority of roles in the Academy Trust are part-time aligning to the academic year this impacts on calculation of the hourly pay rate and is a factor that influences the applicants to these roles in the schools.

The overall gender pay gap therefore reflects the workforce composition rather than pay inequalities.

However, the Trust will continue to review from this baseline data on an ongoing basis, and will continue to take advantage of many development programmes for all staff at all levels for those aspiring to middle or senior leadership.

I confirm that the above information has been prepared from our payroll data on the snapshot date and fairly represents the Gender Pay Gap information for Northampton Primary Academy Trust.

Julia Kedwards – NPAT CEO and Accounting Officer