CARLTON
ACADEMY TRUST

Gender Pay Gap Report

Overview: This is an annual statutory report analysing pay differences according to gender across all trust staff. Calculations compare both median and mean hourly earnings of male and female employees. All support staff follow NJC pay rates and STPCD for teaching staff, with annual performance reviews linked to pay for all staff.

At the time of this report being completed there were 165 male employees and 495 female employees within the trust.

Median Hourly Pay Gap:
Women earn 60p for every £1 that men earn, with a median hourly pay 40% lower than men's.

Mean Hourly Pay Gap:
Women's mean hourly pay is 26% lower than men's, at £20.59 compared to £27.72.

Percentage in Each Pay Quartile:
Fourth Quartile (highest pay): 65% women, 35% men
Third Quartile: 67% women, 33% men.
Second Quartile: 81% women, 19% men.
First Quartile: 87% women, 13% men

Median Bonus Pay Gap:
Men earn 97p for every £1 that women earn, with a median bonus pay 43% lower than women's.

Mean Bonus Pay Gap:
Women's mean bonus pay is 3% lower than men's.

Who Received Bonus Pay:
5% of men and 1.6% of women received bonus pay.

Action Plan:
Carlton Academy Trust is committed to addressing pay disparities and promoting equality as follows:

Equal Pay: Ensuring both genders are paid the same at each pay scale or job role.

Regular Pay Reviews: Regular reviews of pay structures to ensure fairness and transparency..

Training and Development: We provide training and development opportunities to all staff, irrespective of gender, to support career progression and advancement.

Flexible Working Policies: We offer flexible working arrangements to accommodate the diverse needs of our workforce, enabling a better work-life balance for all employees.

Monitoring and Evaluation: We continue to monitor our gender pay gap and other equality metrics, regularly evaluating the effectiveness of each.

Conclusion:
The trust remains committed to fostering an inclusive and equitable working environment for all employees. We are dedicated to closing the gender pay gap and promoting gender equality for all.

Cheryl Cathcart
HR Director

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