



Gender Pay Gap Report - March 2021

Compass Academy Trust is an employer required under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, to report and publish on the gender pay gap within its workforce.

The data reported is a snapshot from the Trust's HR and payroll based on staff employed at 31st March 2021. The Gender Pay Gap report is shown below:

Compass Academy Trust		Mar-21							
Statutory part of template (data that must be provided under the Equalities Act)				Possible extra data for local collection by London Councils for local benchmarking*					
Pay rates		Gender pay gap - the difference between women's pay and men's pay as a percentage of men's pay (minus % means women have higher pay, positive % means men have higher pay)			Gender pay gap - women's pay as a percentage of men's pay	Hourly rate of women	Hourly rate of men	Difference £	
Mean hourly rate (Male hrly rate - Female hrly rate) / Male hrly rate x 100		23.8%			76.2%	£19.86	£26.06	£6.20	
Median hourly rate (as above calc but for median hourly rates)		39.9%			60.1%	£11.09	£18.45	£7.36	
Pay Quartile Information				Workforce composition					
Pay quartiles		Women	Men	Total	Women headcount	Men headcount	Total headcount		
Proportion of women and men in the upper quartile (paid above the 75th percentile point)		82%	18%	100%	65	14	79		
Proportion of women and men in the upper middle quartile (paid above the median and at or below the 75th percentile point)		82%	18%	100%	65	14	79		
Proportion of women and men in the lower middle quartile (paid above the 25th percentile point and at or below the median)		99%	1%	100%	79	1	80		
Proportion of women and men in the lower quartile (paid below the 25th percentile point)		96%	4%	100%	77	3	80		
Bonus pay		Bonus Gender Pay Gap - the difference between women's bonus and men's bonus as a % of men's bonus			Bonus Gender Pay Gap - women's bonus as a % of men's bonus	Bonus pay of women	Bonus pay of men	Difference £	
Mean bonus									
Median bonus									
Bonuses paid									
Women paid bonus as % of all women									
Men paid bonus as % of all men									

The report involves carrying out six calculations that show the difference between the average earnings of men and women in our Trust. It does not require the publication of individual employee data. The results of these statutory calculations are show below.

We can use these results to assess:

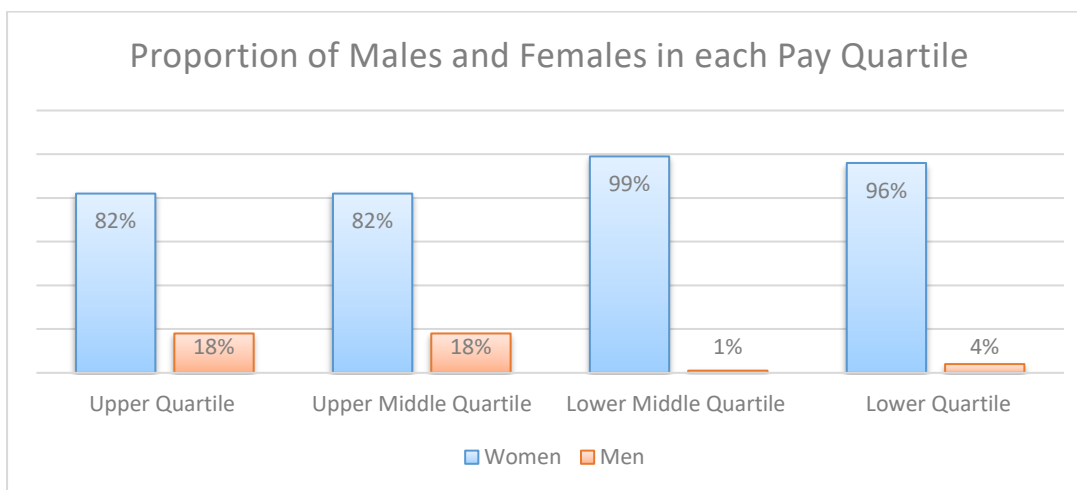
- The levels of gender equality in our workplace
- The balance of male and female employees at different levels within the organisation
- How effectively talent is being maximised and rewarded.



The Results

The data below shows the gender pay gap that exists within the Trust based on the hourly rates of pay as at 31st March 2021.

Mean Hourly Rate Gender Pay Gap	Median Hourly Rate Pay Gap
23.8%	39.9%
No bonus were paid	No bonus were paid



Staff regardless of gender are paid equally for doing equivalent roles across the Trust. The Trust follows School Teachers Pay and Conditions Document for teacher and academy based leaders. For support staff, the Trust follows the job evaluation / grading structure and local pay structure adopted by the London Borough of Bromley.

The headline points to note are as follows:

- Since reporting began in 2017, there has been year on year reduction in the pay gap from 31.2% in March 2018 to 23.8% in March 2021.
- The pay gap is due to the larger proportion of females than males in the lower and lower middle quartiles. The Trust will recruit the right person for the role regardless of gender.

I hereby confirm the information provided in this report to be accurate.

Signed:

Date: 17th March 2022

Stuart Ellis - Chief Executive Officer / Accounting Officer