

Gender Pay Gap Report - March 2022

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 2022. The Gender Pay Gap report is shown below:

Compass Academy Trust - Gender Pay Gap Report for the period to 31 March 2022							
London Councils Template for Boroughs - Gender Pay Gap Reporting							
Compass Academy Trust		Mar-22					
Statutory part of template (data that must be provided under the Equalities Act)				Possible extra data for local collection by London			
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	30.6%			69.4%	£20.17	£29.06	£8.89
Median hourly rate (as above calc but for median hourly rates)	67.8%			32.2%	£11.31	£35.15	£23.84
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%	67	15	82	
Proportion of women and men in the upper middle quartile (paid above the median and at or below the 75th percentile point)	87%	13%	100%	71	11	82	
Proportion of women and men in the lower middle quartile (paid above the 25th percentile point and at or below the median)	94%	6%	100%	77	5	82	
Proportion of women and men in the lower quartile (paid below the 25th percentile point)	100%	0%	100%	83	0	83	
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:

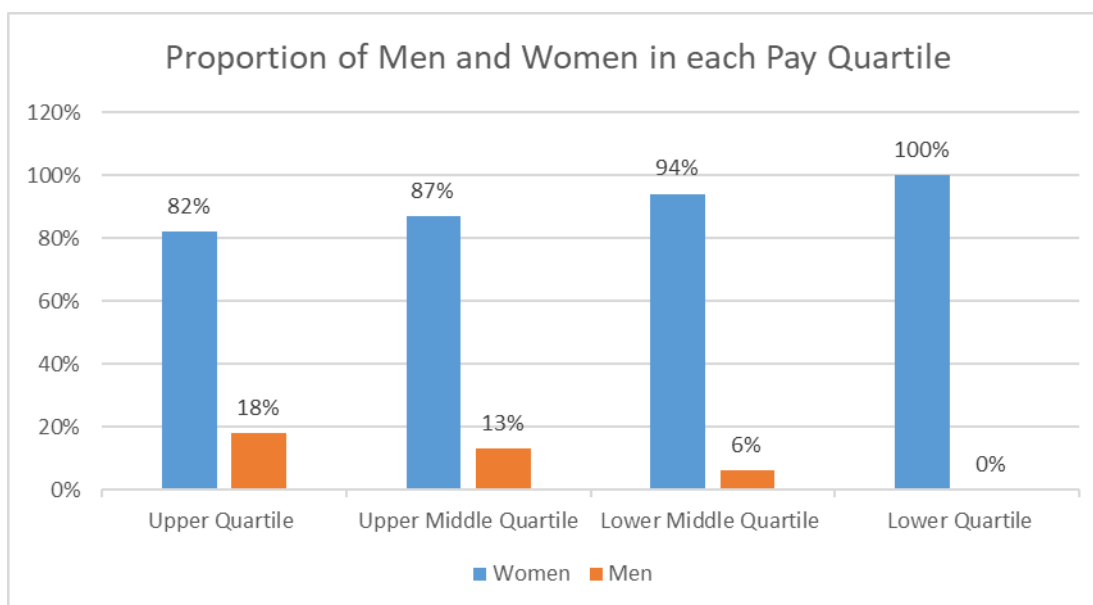
- The levels of gender equality in our workplace
- The balance of male and female employees at different levels within the organisation
- How effectively talent is being maximised and rewarded.

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 2022. No bonus payments were made in the reporting period.

Mean Hourly Rate Gender Pay Gap	Median Hourly Rate Pay Gap
30.6%	67.8%

The distribution of the Trust's workforce across four pay quartiles is illustrated below:



The Trust is committed to equal opportunities and staff regardless of gender are paid equally for doing equivalent roles across the Trust. The Trust follows the School Teachers Pay and Conditions Document for teachers 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:

- The year-on-year reduction in the pay gap seen since reporting began in 2017 has reversed this year with the mean hourly rate increasing from 23.8% to 30.6% and the median from 39.9% to 67.8%.
- The gender pay gap is due to the composition and distribution of the workforce, of which a significant proportion are female with no males in the lower quartile. Male employees tend to be in higher paid teaching or leadership roles and any increase in male personnel in the middle or upper quartile impacts the pay gap.

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

Signed:

Date: 27th March 2023

Stuart Ellis - Chief Executive Officer / Accounting Officer