

Gender Pay Gap Reporting 2020

As an employer with over 250 employees, The Dales Academies Trust is required under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 to measure and report on the gender pay gap. The Trust is a public sector body and has a data capture date for reporting of 31 March each year. The data capture date for The Dales Academies Trust is 31 March 2020, as at this date the Trust comprised of 12 primary schools and 1 secondary school.

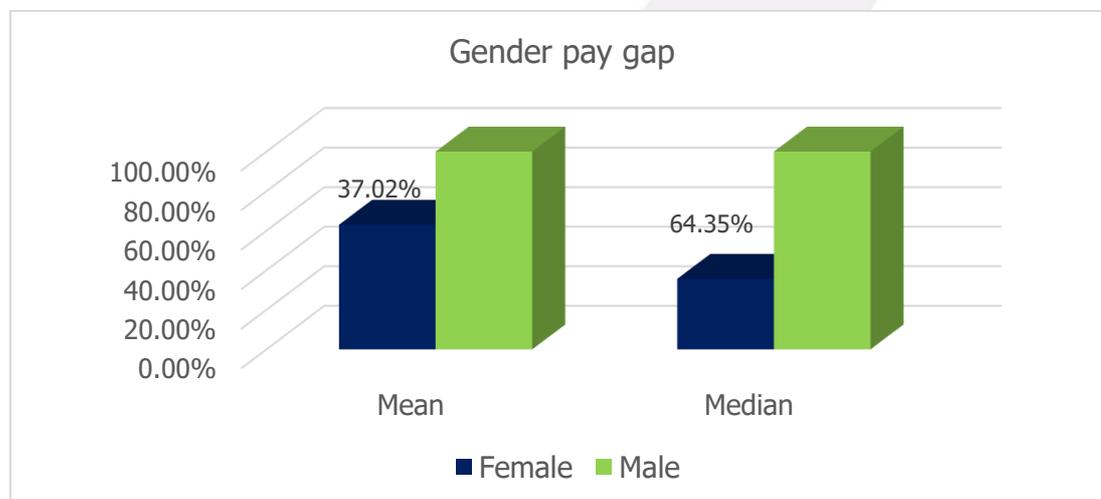
Working with both the public sector and specifically education, it is common for a high proportion of the workforce to be female. Dales Academies has a 10% male and 90% female workforce. A high proportion of the staff within the Trust has joined via TUPE processes.

Dales Academies Trust continues to operate as an equal opportunity 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. We do not have any variation in pay between female and male staff undertaking the same role.

Headline gender pay gap figures

The gender pay gap is defined as the difference between the mean and median hourly rate of pay the male and female colleagues receive. The mean pay gap is the difference between average hourly earnings of men and women. The median pay gap is the difference between the mid points in the ranges of hourly earnings of men and women. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middle-most salary.

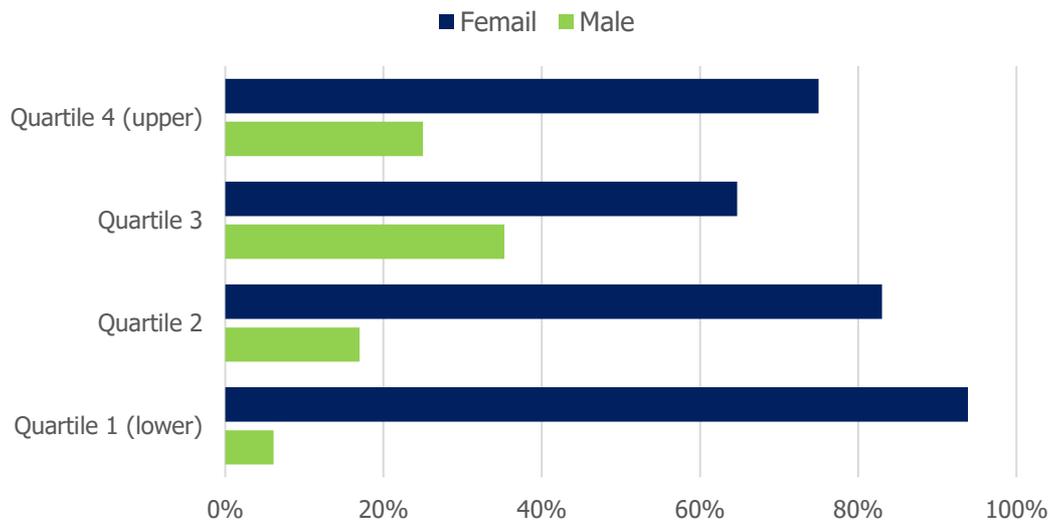
Mean	Median
Women's mean hourly rate is 37.02% lower than men's	Women's median hourly rate is 64.35% lower than men's



Dales Academies Trust does not pay bonuses to any staff; therefore the further three statutory calculations of the mean bonus gender pay gap, the median bonus gender pay gap and the proportion of males and females receiving a bonus payment are not applicable.

Pay Quartiles

This chart shows the gender split when we order hourly rates of pay from highest to lowest and group into four equal quartiles.



The Trust will continue to monitor the data on an ongoing basis as it develops and grows. However due to TUPE on conversion it is also recognised that there is a limited amount of control over the current staffing data. Dales Academies will continue to ensure that high quality CPD is available to all staff. The continuation of succession plans will also further support this, ensuring that the Trust is constantly nurturing its next layers of talent. This report and its data provides a baseline for the Trust to compare to in future years to identify any trends.

Signed:

Date:

Damian Chubb
CEO and Director, Dales Academies Trust