

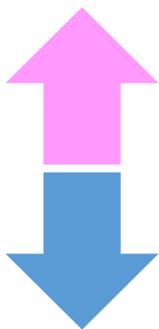
Norfolk Academies

GENDER PAY GAP REPORT 2018

Norfolk Academies is required by law to publish an annual Gender Pay Gap Report. This report relates to the snapshot date of 31 March 2018.

The figures set out in this report have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Gender Split

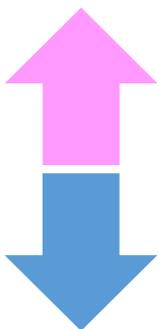


75%

25%

- There were 253 paid staff as at 31 March 2018.
- 189 were female 64 male
- The lowest hourly rate for a female was a Foundation Learning Support Assistant on £8.75 per hour.
- The lowest hourly rate for a male was a Midday Supervisory Assistant also on £8.75 per hour.

Mean Gender Pay Gap

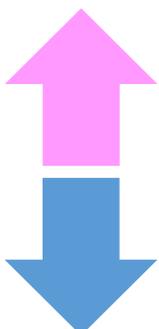


Mean Gap

21.1%

- Average (Mean) hourly rate
Female £16.15
Male £20.47

Median Gender Pay Gap



Median Gap

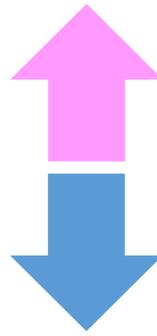
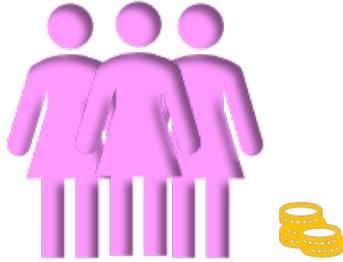
34.29%

- Median hourly rate
Female £14.45
Male £21.99

Bonus Gender Pay Gap

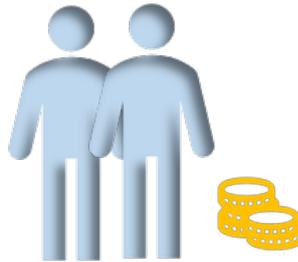
Mean Bonus Gap

20.36%



Median Bonus Gap

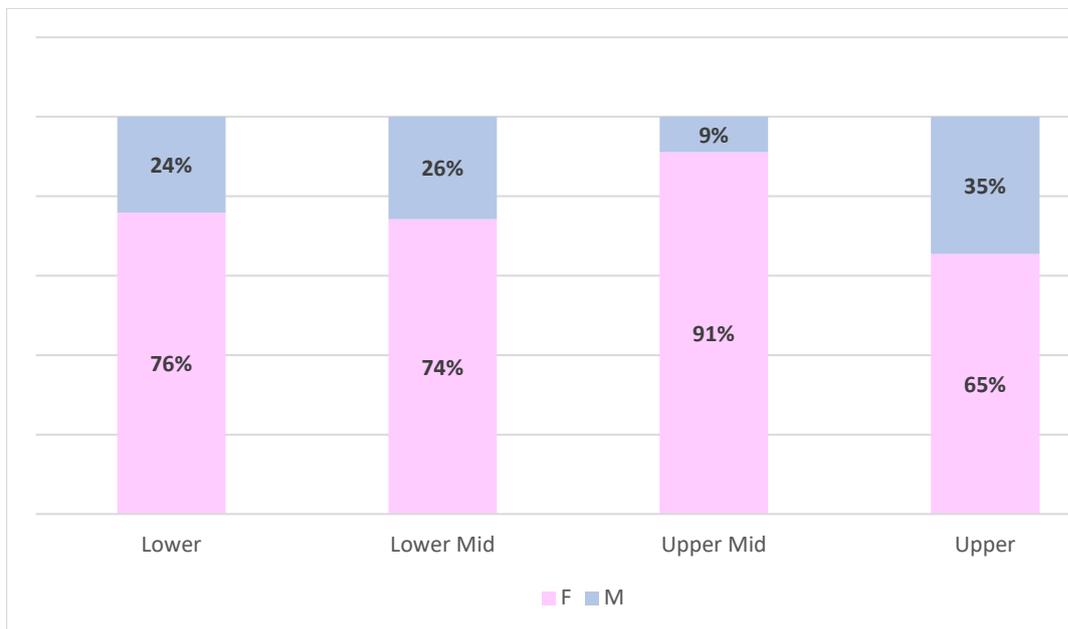
16.7%



- There were 2 male members of staff receiving a bonus and 3 females.
- The proportion of males receiving a bonus is 3.1% and of females 1.6%.
- Men are more likely to receive a bonus based on this split, although the bonus is based on personal performance and not guaranteed.

Gender Pay Gap Quartiles

Gender split within quartile



Underlying reasons for Norfolk Academies' Gender Pay Gap

Norfolk Academies is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. Norfolk Academies pays employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above).

Norfolk Academies remains confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather, its gender pay gap is the result of roles in which men and women work within the organisation and the salaries that these roles attract.

Norfolk Academies is a Living Wage Employer, committed to implementing the Foundation Living Wage increase each November.

Looking at the posts in the lower and lower-middle quartiles, these include Teaching Assistants and Midday Supervisors – roles that are largely part-time, term-time only and attract only female applicants. For example, in the 12 months to 31 March 2018 100% of applicants for the role of Midday Supervisor were female. In two of the organisations in Norfolk Academies, the role of Midday Supervisor is undertaken by Sixth Form students of both genders. Innovative ways such as this of attracting both genders to experience such roles needs to be extended as current experience has shown that part-time term-time roles appeal more to females than males and that advertising vacancies such as Midday Supervisor more widely has had no impact.

Applicants for the most senior post in the organisation (Executive Principal/Chief Executive Officer) were 75% female with a female candidate being appointed to the role.

Actions to address Norfolk Academies' Gender Pay Gap

Norfolk Academies undertakes the following steps to promote gender diversity in all areas of the workforce.

- **Monitoring of data from the HR System, including:**
 - the proportion of men and women applying for jobs and being shortlisted and recruited
 - the proportions of men and women applying for and obtaining internal promotions
 - the number of men and women in each role and pay band
 - the take-up of flexible working arrangements by gender and role
 - the proportion of men and women who return to work after a period of maternity or other parental leave.

Summary information is highlighted in the Annual HR Report for each of the organisations in Norfolk Academies.

- **Reviewing Recruitment Sources**
 - Attending local careers events
 - Advertising in a variety of media, including the Vercida jobs website

- Exploring alternative ways to recruit to posts in order to widen the pool of male applicants in the currently female dominated roles such as promoting the Midday Supervisor role to retirees.
- **Promoting Flexible Working and Family Friendly Policies**
 - Norfolk Academies offers a range of Flexible Working and Family Friendly Policies to assist staff in their childcare commitments and general worklife balance. These continue to be promoted on the organisation's website and in recruitment literature.
- **Use of 'On-Boarding' and 'Exit' Data**
 - Norfolk Academies invites staff in their first 6 months of employment to complete an 'On-Boarder' survey and leavers an exit interview survey. This is operated through a third-party provider and currently the numbers completing the surveys are small, so it has been hard to draw conclusions from this. As the numbers responding increase, this data can be analysed more fully. However, early indications are that pay is not an issue influencing either gender's decision to remain with the organisation or to leave.

As previously, none of these initiatives alone will remove the gender pay gap and it will be a number of years before some have any impact at all. However, Norfolk Academies remains committed to reporting progress on an annual basis and adjusting its plans accordingly.

I confirm that the information in this statement is accurate.

Hilary Bright
Director of HR Services