

**Gender Pay Gap Statement 2019/20**

Data is based on average pay as of 31/03/2019

<b>Average difference in hourly pay (mean)</b>	Women are 20.37% lower	
<b>Average difference in hourly pay (median)</b>	Women are 35.18% lower	
<b>Average difference in bonus pay (mean)</b>	N/A	
<b>Average difference in bonus pay (median)</b>	N/A	
<b>Proportion of males and females receiving a bonus payment</b>	No bonus payments were made	
<b>Proportion of males and females when divided into four groups ordered from highest to lowest pay</b>		
	<b>Female</b>	<b>Male</b>
<b>Upper Quartile</b>	63.2%	36.8%
<b>Upper Middle Quartile</b>	73.4%	26.6%
<b>Lower Middle Quartile</b>	82.1%	17.9%
<b>Lower Quartile</b>	86.2%	13.8%

The Coombe Academy Trust is an equal opportunities employer and committed to ensuring that all staff receive equal pay for equal work regardless of gender. Teaching staff and Support staff are paid on nationally agreed pay scales in line with their qualifications and experience.

The demographic within the Trust is predominantly female equalling approximately 70% of the current workforce and there is a substantial skew in lower salaried jobs which are historically and predominantly occupied by female staff who have been attracted to the flexible working arrangements of these posts.

The Coombe Academy Trust is committed to recognising and developing potential leaders of both genders through middle and senior leadership training programmes and actively encourages potential female leaders through women leaders programmes and WomenEd networks that we host. Flexible working practices are in place at all levels within the organisation to encourage women returners. Examples of these are the ability to work part-time hours, job shares and split roles as well as staggered hours/weeks where possible.

In order to close the gender pay gap, the Trust is committed to promoting: engagement in professional development that enhances female employees' roles; participation in women leadership programmes; flexible working plans that enable staff to fulfil their career aspirations irrespective of personal circumstances; a career development path for support staff; and maintaining salaried training posts so that eligible support staff are able to train to teach. Work has been undertaken to promote the Trust's Family Leave entitlements so that all staff (both male and female) are aware of their entitlements.

Each of the schools within the Trust has a staffing structure designed to best support the needs of the pupils within the individual schools. Whilst the Trust recognises the need to continue to reduce the Gender Pay Gap, it is worth noting that in one of the schools within the Trust the gender pay for all categories of post is only 2.59 % and -4.48% (women earn more) for Teaching Staff.



**Executive Headteacher**