

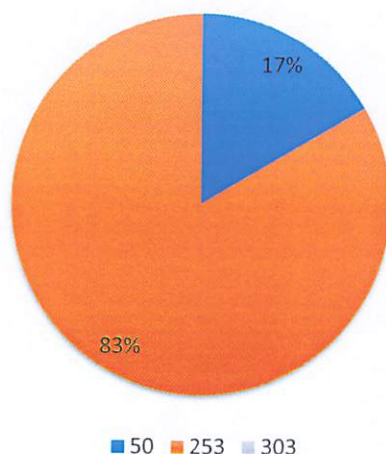
## GENDER PAY GAP 2021 - 22

As a Multi Academy Trust with over 250 employees, Furness Education Trust is required to publish our Gender Pay Gap in line with the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

The Gender Pay Gap (GPG) involves carrying out calculations which show the difference in the average pay of men and women in the Trust across all posts. This is our first GPG Report and is based on data from a snapshot date of 31st March 2021.

It is important to recognise that GPG is different from pay equality. Furness Education Trust is fully dedicated to gender and pay equality through engagement with key stakeholders, employees and unions. Adoption of the STPCD and NJC principles, along with a commitment to job evaluation and robust recruitment processes provide our organisation with surety in these areas and we continue to monitor and adopt best practice.

### Trust's Gender Profile



Female No.	Female %	Male No.	Male %	Total No
253	83.50%	50	16.50%	303

#### Gender Pay Gap Data:

On the snapshot date of 31st March 2021, Furness Education Trust had 303 employees who make up part of this data set.

### Difference in mean and median hourly rate of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference male to female	15.48%	37.13%

### Difference in mean and median bonus pay

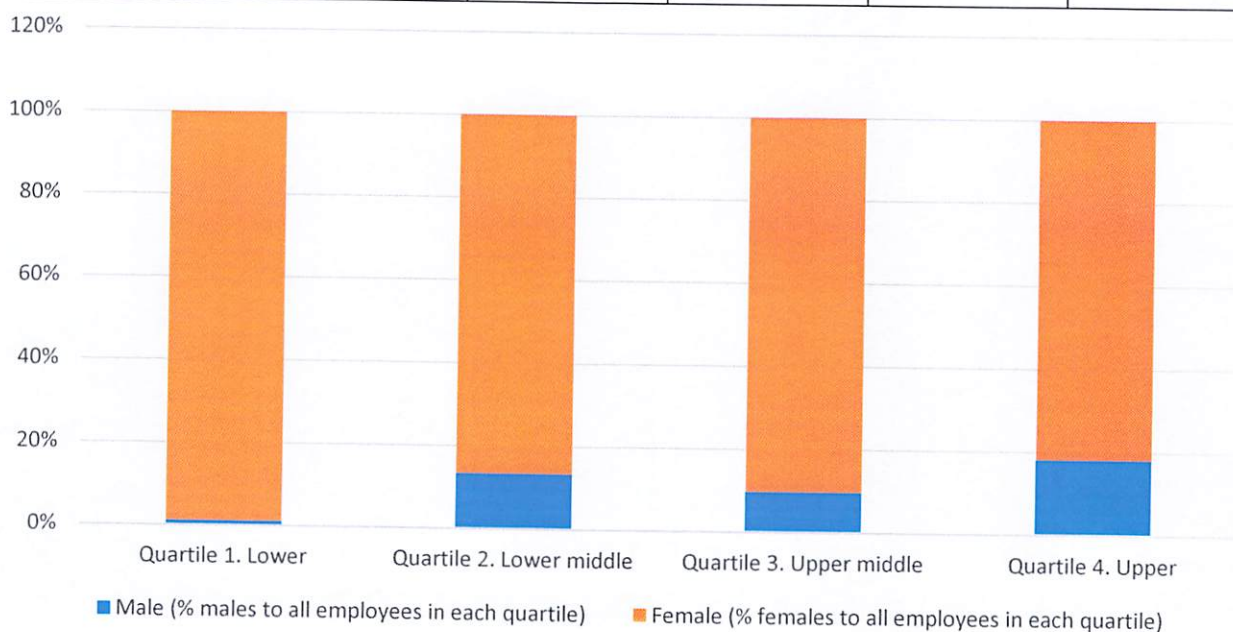
	Difference in the mean bonus pay	Difference in the median bonus pay
Pay gap. % difference male to female	No Bonus Paid	No Bonus Paid

### Proportion of male and female employees who were paid bonus pay

	Proportion receiving a bonus
Male employees (% paid a bonus compared to all male employees)	No Bonus Paid
Female employees (% paid a bonus compared to all female employees)	No Bonus Paid

### Proportion of male and female employees according to quartile pay bands

	Quartile 1. Lower	Quartile 2. Lower middle	Quartile 3. Upper middle	Quartile 4. Upper
Male (% males to all employees in each quartile)	1%	13.33%	9.66%	18.07%
Female (% females to all employees in each quartile)	99%	86.67%	90.34%	81.93%



Furness Education Trust does not have a bonus scheme.

### **Contextual Information and Analysis**

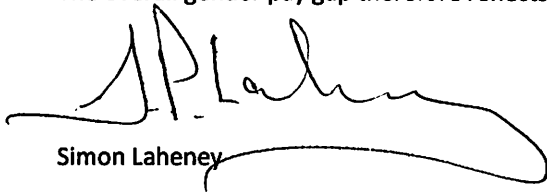
Of the 303 employees in the data set, 83.50% of employees are female and 16.50% are male.

The membership of our Trust (3 Primary and 1 Secondary) has influence on the gender make up and proportionate salaries. 76% of all males in this data set are employed at our secondary Academy.

The majority of staff are in the upper pay quartiles. The workforce is predominately female therefore the gap between the 'average' female hourly rate of pay and the 'average' male hourly rate of pay is significantly affected. The Trust believes all women and men are paid an equivalent salary for the same job role. Whilst opportunities are open to all staff, those who apply to work in roles within the lower quartiles (lunchtime supervisors/teaching assistants), are overwhelmingly female.

Furness Education Trust supports our staff with a number of family friendly provisions such as flexible and part time working which our (predominantly female) employees (including senior leaders) choose to apply for. The majority of school based support staff are also term time only. There are far more female applicants for these roles than there are male.

The overall gender pay gap therefore reflects workforce composition rather than pay inequalities.

A handwritten signature in black ink, appearing to read 'S. Laheney', with a long horizontal flourish extending to the right.

Simon Laheney

Chief Executive Officer

Furness Education Trust