



# Gender Pay Gap Report



Gender Pay Gap legislation introduced in April 2017 requires all employers with 250 or more employees to publish their gender pay gap.

### **The difference between the gender pay gap and the equal pay gap**

Equal pay means that there should be no difference in the contractual terms of a woman and a man doing equal work, who both work for the same employer. Women (and men) have been entitled to equal pay for equal work since 1970, when the Equal Pay Act was introduced, but since 2010 the law on equal pay has been set out in the 'equality of terms' provisions of the Equality Act 2010.

Equal work is work which is:

- the same or broadly similar (like work)
- different, but which is rated under the same job evaluation scheme as being work of equal value (work rated as equivalent)
- different, but of equal value in terms of factors such as effort, skill and decision-making (work of equal value).

The gender pay gap is a measure of workplace disadvantage, expressed in terms of a comparison between men's and women's average hourly rates of pay.

### **The PACT Pay Structure**

For teachers we have pay scales aligned to the School Teacher Pay and Conditions Document that are reviewed on an annual basis. Progression is linked to performance.

For support staff we have a pay system of grades set by the NJC (National Joint Council for Local Government Service) and using the NJC Job Evaluation Scheme. Therefore, grades vary according to the level of responsibility that employees have. Each grade has a set pay range, employees are expected to move through the pay range for their grade. The longer period that someone has been in a grade, the more we would expect them to earn irrespective of their gender.

### **The six metrics required by the legislation**

There are six key metrics that an employer is required to report on for gender pay gap:

- the difference in the mean pay of full-pay men and women, expressed as a percentage;
- the difference in the median pay of full-pay men and women, expressed as a percentage;
- the difference in mean bonus pay of men and women, expressed as a percentage;
- the difference in median bonus pay of men and women, expressed as a percentage;
- the proportion of men and women who received bonus pay; and
- the proportion of full-pay men and women in each of four quartile pay bands.

The Prince Albert Community Trust does not have a bonus scheme and therefore we are only reporting on;

- the difference in the mean pay of full-pay men and women, expressed as a percentage;
- the difference in the median pay of full-pay men and women, expressed as a percentage;
- the proportion of full-pay men and women in each of four quartile pay bands.

The differences are as follows:

| Group | Mean  | Median  |
|-------|-------|---------|
| All   | 4.90% | -19.20% |

### Information on the Workforce Profile

Number of employees at the snapshot date was 357 and these were distributed as follows:

| Quartile              | Male   | Female |
|-----------------------|--------|--------|
| Lower Quartile        | 14.30% | 85.70% |
| Lower Middle Quartile | 15.60% | 84.40% |
| Upper Middle Quartile | 9.10%  | 90.90% |
| Upper Quartile        | 13.00% | 87.00% |

### Supporting Statement

The PA Community Trust is committed to the promotion of equality of opportunity and choice for employees and supports the fair treatment of all staff irrespective of gender through our transparent recruitment processes, pay policy and professional development. All our post are aligned to nationally agreed pay scales and our male and female staff are paid within the same pay band for the same job role.

I confirm that the above information has been prepared from our payroll data on the snapshot date and fairly represents the Gender Pay Gap information for the PA Community Trust.

Signed:

Sajid Gulzar



CEO