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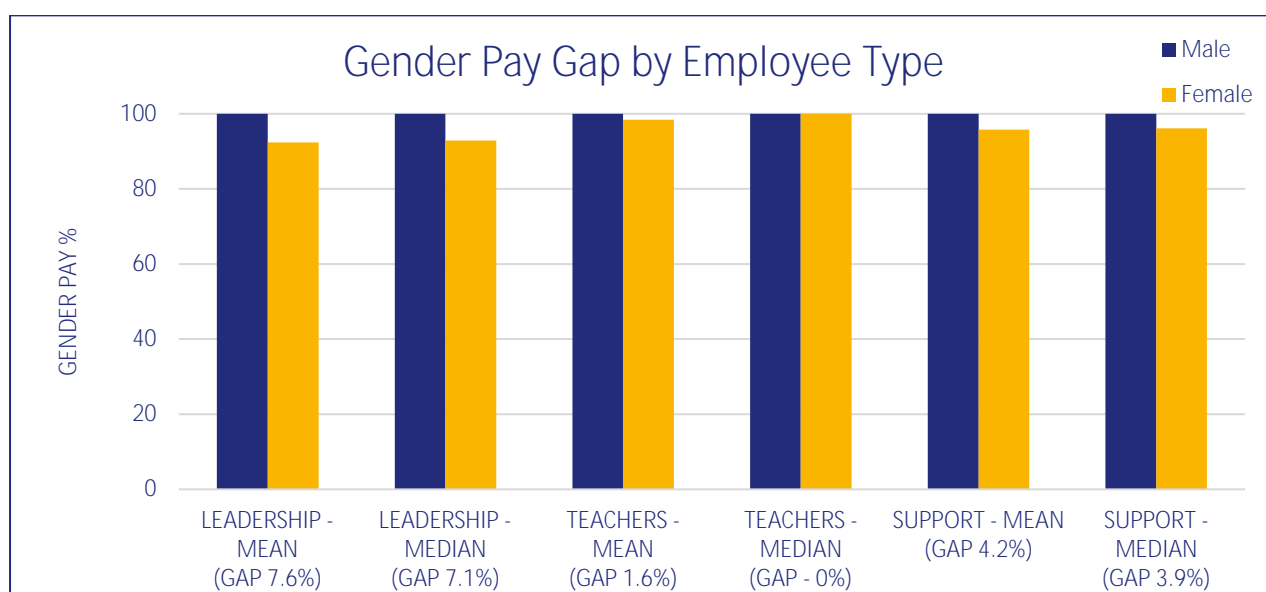
Delta Academies Trust (the Trust)

The overall mean and median pay gap between men and women, based on a snapshot of data at the 31 March 2021, were as follows:

27.1% (2020 26.2%)

50.0% (2020 45.1%)

The overall mean and median ranges for the Trust, do not accurately reflect the gender pay equality within Delta Academies Trust this is due to the different pay scales agreed nationally for both Leadership, Teachers and Support staff. We have therefore, provided the mean and median calculations for both Leadership, Teachers and Support staff separately as we believe this more accurately reflects the Gender Pay Gap for the Trust.



The above additional analysis shows that the mean and median gaps are significantly reduced especially for Teachers and Support staff.

The leadership gap includes leaders working within our secondary and primary academies. When analysing these as separate groups you get the following results.

Academy Type	Male (%)	Female (%)
Secondary	1% (2020 - 1%)	14% (2020 - (2%))
Primary	(3%) (2020 - (6%))	(3%) (2020 - 0%)

The existing pay gaps do not indicate that men and women are being paid differently for equal work, but as the data shows, there is a higher proportion of men within more senior roles within the central team and secondary academies and more women within higher paid roles within the primary academies.

