



Schools for all the talents
The Canterbury Academy

The Canterbury Academy – Gender Pay Gap Report 2020

The following report shows The Canterbury Academy’s statutory disclosure of the gender pay gap for the multi-academy trust.

This involves carrying out six calculations that show the difference between the average earnings of male and female employees in our organisation.

We can use this report to assess the following:

- The balance of male and female employees at different levels
- How effectively talent is being maximised and rewarded
- The levels of gender equality in our workplace

Statutory disclosures

The tables below show the overall mean and median gender pay gap and other data required by the statute, based on the hourly rates of pay to those employed on the snapshot day of 30 April 2019. The analysis of the gender pay gap data shows that the entirety of the pay gap had arisen because we have a relatively higher proportion of women in support roles.

Difference in mean and median hourly rate of pay

	Difference in Mean Hourly Pay	Difference in the Median Hourly Pay
Pay Gap. % Difference Male to Female	23.82%	30.89%

Difference in mean and median bonus pay

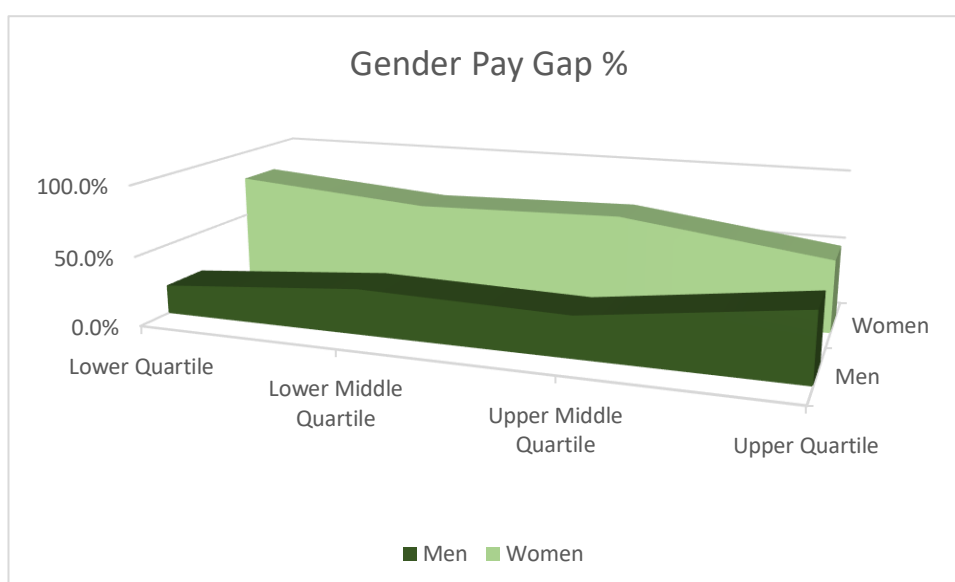
	Difference in Mean Bonus Pay	Difference in the Median Bonus Pay
Pay Gap. % Difference Male to Female	Not Applicable	Not Applicable

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)	Not Applicable
Female Employees (% paid a bonus compared to all female employees)	Not Applicable

Proportion of male and female employees according to quartile pay bands

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male (% males to all employees in each quartile)	20.7%	32.3%	29.2%	48.5%
Female (% females to all employees in each quartile)	79.3%	67.7%	70.8%	51.5%



Management Response

The Canterbury Academy has considered its data on the gender and pay rates, noting that the reasons for pay differentials are almost entirely due to types of occupation. The Canterbury Academy operates as an equal opportunities employer, and does not discriminate in any way (as defined by the equalities Act 2010 and other relevant legislation), regarding recruitment, performance management and employee career development opportunities.

The Canterbury Academy is aware of the gap in posts recognised within the highest quartiles, due to a number of senior female staff moving on for progression opportunities. As you can see by the high proportion of women in the upper middle quarter, a large group of female staff are identified as potential senior leaders being green housed to address this. The Academy seeks to maximise

opportunities for all employees, regardless of gender, through inclusive flexible working policy and recruitment processes which apply at all organisational levels.

Notes

The, Mean or Median, Average salaries were calculated using an hourly rate of pay, which is calculated with a pay factor. This pay factor will reduce the actual salary compared to that of a full time equivalent contract by the number of weeks paid (including holiday entitlement) per year and the number of hours worked per week compared with the full time equivalent contracts.

<http://www.canterbury.kent.sch.uk/canterbury-high-school-finance-office>