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Gender Pay Gap Report 2020/21

The Roseland Multi Academy Trust

Employers with 250 or more employees are legally required to publish gender pay gap data on their own website and on the government website, as required by the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

As at the snapshot date of 31 March 2020, The Roseland Multi Academy Trust ("Trust") operated four Academies, two secondary and two primary, and employed 235 staff (based on 276 assignments this is 81 male and 195 female). On 1 September 2020, a further secondary school joined the Trust, Falmouth School, but this academy is not included in this report.

The Roseland Community College converted to an Academy in April 2011 (The Roseland Academy), and formed The Roseland Multi Academy Trust in partnership with Tregony Community Primary School and Gerrans School in March 2016. Treviglas Academy joined the Trust in January 2019.

The Trust is committed to ensuring the fair opportunities and treatment of its staff, irrespective of gender, and has a number of policies and procedures in place to ensure equality. Teaching and Leadership staff are paid within the Teachers' Pay Scale, which is set nationally and aligned to the School Teachers Pay and Conditions. Support Staff are paid on pay scales set by the Local Authority prior to their transfer into the Trust, protected under TUPE, after which pay scales are reviewed annually taking into consideration recommendations made by the National Joint Council for Local Government Services.

The Gender Pay Gap for the Trust has been calculated following ACAS guidelines, the results of which, based on assignments, are:

1. Percentage of men and women in each hourly pay quarter:
 - Lower Pay Quartile 18.75% male 81.25% female
 - Middle Lower Pay Quartile 23.91% male 76.09% female
 - Middle Upper Pay Quartile 35.42% male 64.58% female
 - Upper Pay Quartile 36.96% male 63.04% female
2. Mean (average) gender pay gap using hourly pay: 19.3%
3. Median gender pay gap using hourly pay: 41%
4. Percentage of men and women receiving bonus pay: 0%
5. Mean (average) gender pay gap using bonus pay: 0%
6. Median gender pay gap using bonus pay: 0%

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No bonuses are paid to staff.

The workforce within the Trust is predominantly female, with a higher proportion of women within each pay quartile.

A contributing factor to the pay gap between male and females, particularly in the lower and middle quartiles, is due to the administrative and classroom support roles which have traditionally attracted female candidates. These particular roles tend to provide flexibility around part time and term time working which is attractive to those with caring responsibilities, and historically this has impacted females more than males.

The gender pay gap does not indicate a pay equity issue or an imbalance in pay structures and policies. What the gap does reflect is the current distribution of male and females across the pay quartiles, and the fact that there is an uneven distribution.

The Trust recognises the many challenges to eliminate our gender pay gap. We will continue to work to improve and close the gap. We will encourage CPD designed to advance the skills of both male and females, ensure our policies and procedures are family-friendly and consider all applications for flexible working.