



# COCKBURN

## MULTI-ACADEMY TRUST

TRANSFORMATION TO EXCELLENCE

**Executive Headteacher** Mr D Gurney BA (Hons) / NPQH / NLE

**Snapshot date: 31<sup>st</sup> March 2019**

### 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	17.0%	12.9%

### 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	n/a	n/a

### 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)	0%
Female employees (% paid a bonus compared to all female employees)	0%

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

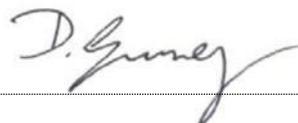
	Quartile 1. Lower	Quartile 2. Lower middle	Quartile 3. Upper middle	Quartile 4. Upper
Male (% males to all employees in each quartile)	25%	37.2%	41.9%	44.2%
Female (% females to all employees in each quartile)	75%	62.8%	58.1%	55.8%



## Supporting statement

**I confirm that the information published here is accurate.**

**Signature:**



**Date: 23.03.2020**

**Status/position: CEO/Executive Headteacher**

## Optional supporting narrative

As at 31<sup>st</sup> March 2019, the snapshot date represents 2 secondary and 1 primary school within Cockburn MAT. Cockburn MAT as an organisation is committed to the promotion of equality of opportunity and makes appointments based on merit at interview. Our recruitment and selection policy and processes are reviewed annually and each vacancy is advertised without gender bias.

The composition of staff within Cockburn MAT are majority female particularly in the primary sector. In the four quartiles there is a significantly higher proportion of women in the Lower and Lower Middle Quartile. This indicates that a higher proportion of women are in the more junior roles (the lower quartile generally tends to be cleaning, catering and teaching assistant type roles which generally attract more females than males, this is a national trend). In the upper and upper middle quartiles there is a higher proportion of female staff compared to lower quartiles, showing in the higher pay levels women are represented strongly.

We are confident that the pay gap is not a gender issue as our approach to pay is gender neutral, we adopt the nationally agreed local government pay scales for both teaching and support staff and follow NJC job evaluation to ensure job roles are evaluated to ensure fair pay.