

Diocese of Coventry Multi Academy Trust

2018 Gender Pay Gap Report

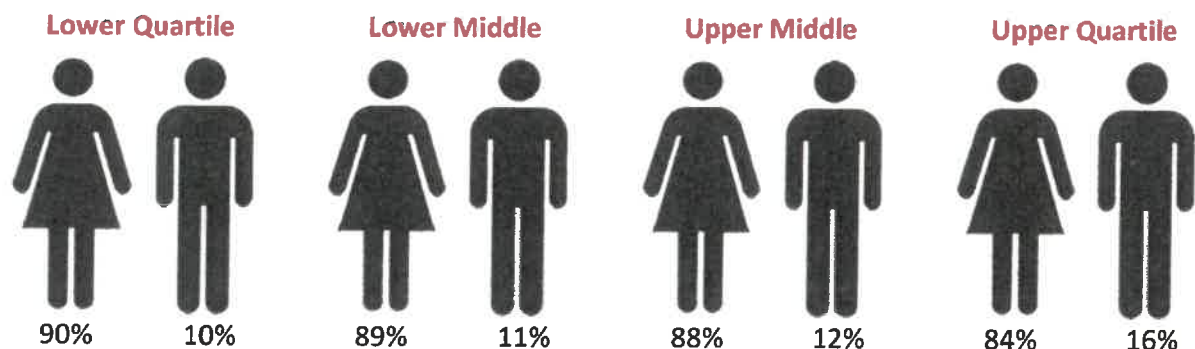
The Diocese of Coventry Multi Academy Trust currently, and since October 2018, has 18 open academies, with 4,325 pupils, as recorded in the January 2019 census, across two local authorities, Warwickshire and Coventry.

This Gender Pay Gap Report is based on relevant data as at 31st March 2018, for a total of 832 staff, with 733 being female (88.10%) and 99 being male (11.90%).

Our Pay Gender Gap is as follows:



The proportion of males/females in each quartile pay band is as follows:

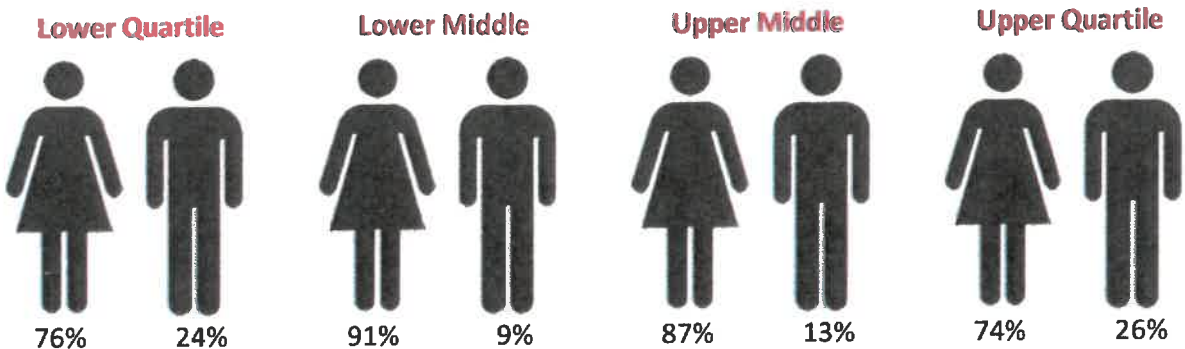


The gender pay gap for our population of Teachers is significantly smaller than for our total employee population. The Trust has 219 teachers, 82.19% are female and 17.81% male.

Our Teacher Pay Gender Gap is as follows:

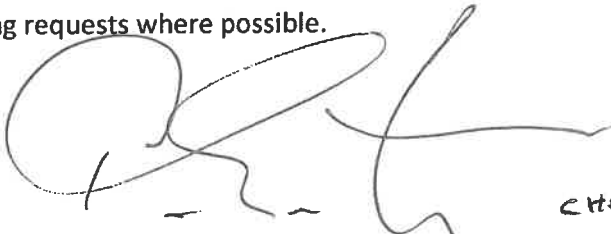


Within our Teacher population, the proportion of males/females in each quartile pay band is as follows:



The variation between the two populations gender pay gap reflects how the supporting roles within our academies, including Teaching Assistants and Lunchtime Assistants, are part-time roles, and are held by predominantly female employees.

In order to reduce the gender pay gap further, one of the strategies we are deploying across the Trust, is to consider flexible working patterns more widely when recruiting for vacant positions, and accommodating flexible working requests where possible.


10th April 2019
CHAIR.