



Mossbourne Federation

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Chief Executive Officer: Peter Hughes

The Mossbourne Federation

Gender Pay Gap – 2023/2024

Background

Mossbourne Federation, as an employer with over 250 staff members, is required by law to publish its Gender Pay Gap in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The Gender Pay Gap (GPG) is the difference in average earnings between women and men. To arrive at our finding, we carried out calculations using data from a fixed representative date, the 'snapshot date'. As a public sector organisation, our report is based on data from the snapshot date of 31st March each year.

On the snapshot date of 31st March 2024, we were a Federation of 4 academies – Mossbourne Community Academy & Sixth Form, Mossbourne Victoria Park Academy, Mossbourne Riverside Academy and Mossbourne Parkside Academy. The data used is across all posts both Teaching and Support Staff.

Mossbourne Federation is committed to the promotion of equality of opportunity to all employees and supports the fair treatment of all staff irrespective of gender or any other factor. For clarification, gender pay is not the same as equal pay. Equal pay is about ensuring that people have the same pay, or range of pay, for work deemed of equal value. We are confident that the Federation's gender pay gap is not an equal pay issue as our approach to pay is gender neutral and we have in place internal structures to ensure there is pay parity across the trust.

All roles within our Federation follow a job profiling process and are assigned a pay band derived from nationally agreed pay scales. Job holders in the same role have the same remuneration regardless of gender or any other factor. All pay decisions are made in line with our transparent and robust suite of policies for recruitment, pay and professional development that support us in the fair treatment of all staff, irrespective of gender.

Our Data

On the snapshot date, the Federation had 353 members that make up part of this data set of whom 119 were male and 234 were female. The data below shows the gender pay gap that exists within Mossbourne Federation, based on the hourly rates of pay for all employees and workers, as of 31 March 2024, and bonuses paid in the 12 months to 31 March 2024.

Understanding the findings

The mean hourly rate of pay for female employees was 12.1% lower than male employees. Our gender pay gap has reduced; however, we recognise that the gap needs to be narrowed further and as a trust we continue to engage in processes designed to help females within the organisation develop and grow. We fall below the national average of 13.1%, pay gap, but there is still much work for us to do. The median hourly rate of pay for female employees was 16.3% lower than for male employees.

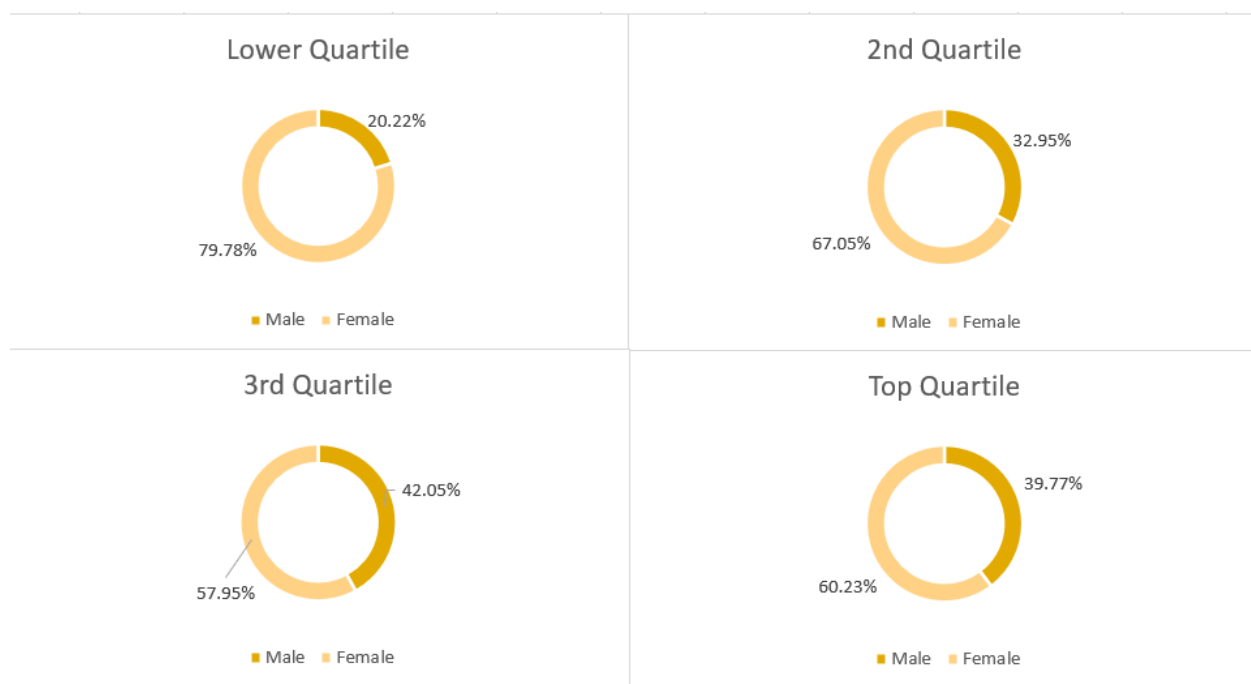


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Females are the dominant workforce across all four of the pay quartiles. Females make up 60% and 57% of the upper and upper middle quartile respectively, demonstrating our commitment to ensuring a healthy representation of females within middle and senior leadership roles.

However, as a Federation we believe that the pay gap is predominantly due to a much larger proportion of females than males within the lower and lower middle quartiles. We have seen a stable number of male employees within the lower and 2nd quartiles.



It should be noted that whilst we encourage males to apply for roles that fall within the lower pay quartiles, many of these roles remain stereotypically attractive to a larger number of female applicants.

Only one employee (1 male) was paid a bonus for the reporting period.

Actions

Headlines of the actions we are taking are as follows:

- Identifying the proportions of men and women applying for vacancies and being appointed, this will include those applying for and obtaining promotions.
- Implementation of middle and senior leadership development programmes which are equally accessible to all staff.
- Continue to ensure that both teaching and support staff at all levels participate in the performance management processes, designed to support development and career progression.
- Continue to use the Federation Flexible Working policy to help to recruit, retain and motivate employees.



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Whilst we are committed to reducing the gender pay gap further, our main focus will always be in ensuring the right person is employed for the role in question, regardless of their gender, so that we are able to achieve our vision of making a positive difference to the lives of as many young people as possible.

Signed: _____

A handwritten signature in dark ink, appearing to be 'PH', is written over a horizontal line. The signature is fluid and cursive.

Date: 31 March 2024

Peter Hughes
CEO