**March 2017**

Peterborough Diocese Education Trust (PDET) Gender Pay Gap Narrative
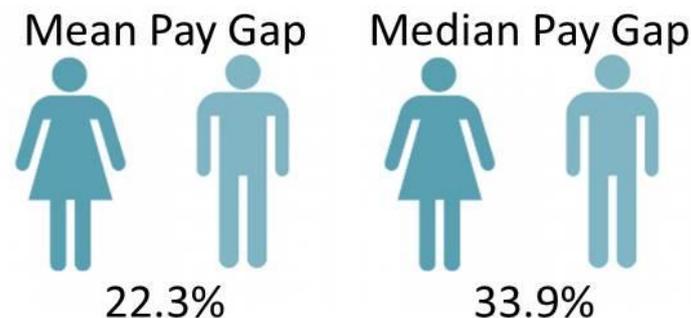
The Legislation

Gender Pay Gap legislation (developed by the Government Equalities Office) introduced in April 2017 requires all employees of 250 or more employees to publish their gender pay gap for workers in scope as of 31 March 2017.

Gender Make Up of PDET

92% of PDET's workforce are women

84% of Academy Leadership at PDET are women
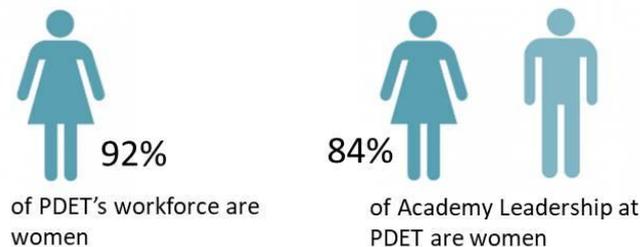
PDET is a primary only Trust.

PDET's Gender Pay Gap

Mean Pay Gap 22.3%
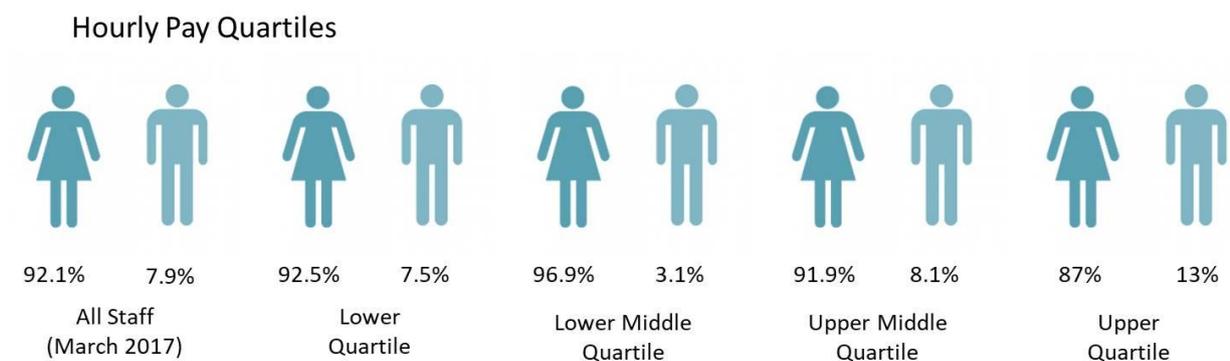
Median Pay Gap 33.9%

PDET uses the School Teachers' pay for teaching staff and the nationally agreed pay scales for support staff in our academies. Grades vary according to the level of responsibility that staff have. Each grade has a set pay range with pay points within each grade. Linked to performance, staff are expected to move through the pay range of their grade, therefore the longer period of time that someone has been in the grade the more we would expect them to earn irrespective of gender.

PDET, in line with the education sector, particularly in primary, is overwhelmingly female dominated. Women in PDET hold higher paid roles however very few men take up roles in the lower and lower middle quartiles which are predominately part time.

Bonus Pay

Not applicable to PDET

Pay by Quartiles

Hourly Pay Quartiles

All Staff (March 2017)		Lower Quartile		Lower Middle Quartile		Upper Middle Quartile		Upper Quartile	
92.1%	7.9%	92.5%	7.5%	96.9%	3.1%	91.9%	8.1%	87%	13%

In order to close the gender pay gap PDET need to attract more men into primary education support roles.

The education sector is family friendly and is already facilitating flexibility through part – time working, especially term-time only and job-sharing. The female dominance of our workforce correlates with the findings of The Women and Equalities Committee published report that parental leave policies need to allow fathers to better balance their childcare duties and working life.

PDET will be reviewing our recruitment process, focusing on how to attract men into primary education support roles.

Declaration

We confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.