

# GENDER PAY GAP 2018 - 19



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## PAY DATA



### DIFFERENCE IN HOURLY RATE

MEAN	MEDIAN
Women's mean hourly rate is <b>2.7% lower</b> than men's	Women's median hourly rate is <b>13.3% lower</b> than men's

In other words, when comparing mean hourly rates, women earn **97p for every £1** men earn

In other words, when comparing median hourly rates, women earn **87p for every £1** men earn



### PAY QUARTILES

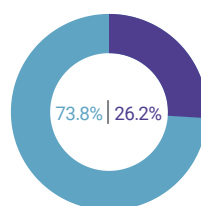


MALE

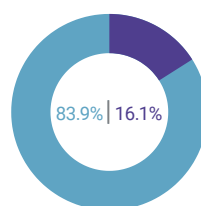


FEMALE

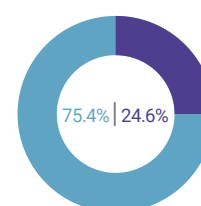
The image across shows the gender distribution at Northern Star Academies Trust when colleagues are placed into four equally sized quartiles based on pay



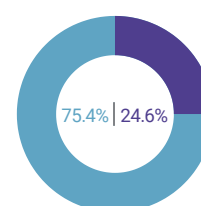
Quartile 1  
(lower)



Quartile 2



Quartile 3



Quartile 4  
(upper)

## A message from Mr J Barker, CFO of Northern Star Academies Trust

Gender Pay Gap – Northern Star Academies Trust  
Published March, 2019

Northern Star Academies Trust are required by law to carry out, and publish, Gender Pay Gap Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The overall Gender Pay Gap is defined as the difference between the mean (average) or median (actual midpoint) hourly rate of pay of male and female employees. The report is a high level, non-adjusted indicator of male and female earnings which is affected by workforce distribution and workforce makeup.

NSAT is committed to the promotion of equality of opportunity and operates as an equal opportunities employer, taking appropriate steps to ensure it does not discriminate in any way (as defined by the Equalities Act 2010, and any other relevant legislation) regarding a transparent recruitment process, performance management and employee career development opportunities.

As an employer, we are committed to the principals of paying men and women equally for undertaking the same work, regardless of their gender.

The workforce within Northern Star Academies Trust is predominantly female (77.1%). The major drive of the overall pay gap is that there are more women than men in support roles (teaching and non-teaching).

I confirm that this information has been prepared from our payroll data on the snapshot date (31st March 2018) and fairly represents the Gender Pay Gap information for Northern Star Academies Trust.

*J Barker*

Mr J Barker | CFO | NSAT

We confirm the data reported is accurate. In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, NSAT is required to carry out Gender Pay Gap Reporting