



Gender Pay Gap Analysis - 2022

From 2017, any employer who has a headcount of 250 or more employees on a 'snapshot date' must comply with regulations on gender pay gap reporting. Gender pay gap calculations are based on employer payroll data drawn from a specific date each year, which for DEALT the date is 30 March 2022. At this point in time, DEALT consisted of eight primary schools.

The overall Gender Pay Gap is defined as the difference between the mean (average) or median (midpoint) hourly rate of pay of male and female employees.

The following figures have been calculated using the standard methodologies set out in the Equality act 2010 (Gender Pay Gap Information) Regulations 2017:

Mean Gender Pay Gap for the Trust is -5.1509% (Female £16.48, Male £15.67)

Median Gender Pay Gap for the trust is 4.1431% (Female £10.18, Male £10.62)

In additional, the Regulations require the following data to be published:

Quartile	Count F	Count M	Count	% F	% M
1. Upper quartile	62	9	71	87.3%	12.7%
2. Upper middle quartile	58	12	70	82.9%	17.1%
3. Lower middle quartile	57	13	70	81.4%	18.6%
4. Lower quartile	61	9	70	87.1%	12.9%

The context behind these figures is as follows:

- The workforce of the Trust is predominantly female.
- Within the Trust flexible working opportunities including, part time and term time working contracts tend to be undertaken by female employees.
- Many roles within the Trust are term time only.
- Roles including Teaching Assistants, Meal Time Assistants, Cleaners and Wrap around Care are within the lower quartile and are predominantly undertake by female employees.
- As of 31 March 2022, the senior staff within the Trust comprised of eight Headteachers, 7 female and 1 male.

DEALT does not pay male and female staff differently for the same work, the Trust Pay Policy stipulates that all procedures for determining pay will be consistent with the principles of public life - objectivity, openness and accountability.

All pay related decisions are taken in compliance with the Equality Act 2010, The Employment Rights Act 1996, The Employment Relations Act 1999 and The Employment Act 2002, as well as The Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000, The Employment Act 2002 (Dispute Resolution) Regulations and The Fixed Term Employees (Prevention of Less Favourable Treatment) Regulations 2002.

The Trust has a commitment to all its employees to do the following:

- To continue to support flexible working requests that enable employees to fulfil their career aspirations and obtain their desired work/life balance
- To continue to ensure all employees, both male and female are in receipt of professional development regardless of their role within the organisation
- To continue to utilise the Apprenticeship Levy, where appropriate, to further enhance the skills of and to retain our existing employees and to recruit into apprenticeship roles
- To ensure that all vacancies within the Trust are advertised in a transparent manner, ensure there is equal opportunity for all applicants and employees
- To continue to monitor and benchmark salary levels across the Trust to ensure they are applied consistently and fairly
- To adhere to our policies and procedures in relation to Human Resources

I confirm that this information has been prepared from our payroll data on the snapshot date of 30 March 2022.

DEALT is firmly committed to gender equality.



David Myatt
CFO - DEALT Central Services Team