



The Faringdon Academy of Schools Gender Pay Gap – Reporting as at 31 March 2017

Gender Pay Gap legislation introduced in April 2017 requires all employers with 250 or more employees to publish their gender pay gap. The first “snapshot date” for gender pay gap reporting in the public sector is 31 March 2017.

The FAS Pay Structure

For teachers we have pay scales aligned to the School Teacher Pay and Conditions Document that are reviewed on an annual basis. This is Performance Related Pay.

For support staff we have a pay system of grades set by the NJC (National Joint Council for Local Government Service) and using the NJC Job Evaluation Scheme. Therefore, grades vary according to the level of responsibility that employees have. Each grade has a set pay range; employees are expected to move through the pay range for their grade. The longer period that someone has been in a grade, the more we would expect him or her to earn irrespective of his or her gender.

The six metrics required by the legislation

An employer is required to report on six key metrics:

- the difference in the mean pay of full-pay men and women, expressed as a percentage;
- the difference in the median pay of full-pay men and women, expressed as a percentage;
- the difference in mean bonus pay of men and women, expressed as a percentage;
- the difference in median bonus pay of men and women, expressed as a percentage;
- the proportion of men and women who received bonus pay; and
- the proportion of full-pay men and women in each of four quartile pay bands.

The Faringdon Academy of Schools does not have a bonus scheme and therefore we are only reporting on:

- the difference in the mean pay of full-pay men and women, expressed as a percentage;
- the difference in the median pay of full-pay men and women, expressed as a percentage;
- the proportion of full-pay men and women in each of four quartile pay bands.

The figures are calculated using the mechanisms as set out in the gender pay gap reporting legislation. Comparison of mean pay in the FAS shows a gap in favour of men of 24% and of median pay shows a gap in favour of men of 40%

Group	Mean gender pay gap	Median gender pay gap
All	24%	40%

Information on the Workforce Profile

Number of employees 551 (some employees may hold more than one role) of which there are 464 Women and 87 Men. These are distributed across the Quartiles:

Quartile	Male	Female
Q1	14%	86%
Q2	9%	91%
Q3	16%	84%
Q4	24%	76%
All	16%	84%

The quartile distribution gives information about how male and female employees are distributed across the organisation.

What we could do to address our gender pay gap

The actions that we plan to take to address our gender pay gap are:

- Improve gender diversity – improve support for women returning from maternity leave, to increase their chances of career progression further down the line.
- Continue to support shared parental leave, job sharing, part-time, and term-time only opportunities.
- Using our Appraisal to support women progress in their careers - through development conversations with their line managers, development opportunities, and talent management schemes such as Developing Future Leaders Programmes.
- Ensuring that men are aware of and encouraging men to take advantage of arrangements which enable them to fulfil their caring responsibilities, such as shared parental leave and part time working
- Monitoring pay - to identify pay differences
- Continuous improvement of the recruitment process: we have anonymised the application process to reduce the potential for unconscious bias and we will ensure that all interviewers have undergone unconscious bias training.
- Focus on gender equality: make gender equality central to Equality Objectives.
- Further workforce reporting

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