

## Gender Pay Gap Reporting – 2020/21

The difference in the mean hourly rate of pay between male and female full pay relevant employees was 19.1% (2019/20 – 23.4%).

The difference in median hourly rate of pay between male and female full pay relevant employees was 18.6% (2019/20 – 20.4%).

The proportion of male and female full pay relevant employees in each of the four quartile pay bands was:

|                       | Male   | Female |
|-----------------------|--------|--------|
| Upper Quartile        | 34.57% | 65.43% |
| Upper Middle Quartile | 19.75% | 80.25% |
| Lower Middle Quartile | 17.28% | 82.72% |
| Lower Quartile        | 16.05% | 83.95% |

No member of staff was paid a bonus during the year ended 31<sup>st</sup> March 2021.

The workforce is predominately made up of female employees, the breakdown for the reporting period is:

| Gender | Percentage |
|--------|------------|
| Female | 78.09%     |
| Male   | 21.91%     |

North Star Community Trust is a diverse employer representing the local community it operates in. We are committed to reducing the Gender Pay Gap. The difference in mean hourly rate of pay has reduced from 23.4% in 2019/20 to 19.1% in 2020/21.

As a Trust, North Star Community Trust seeks to promote and reward staff based on performance and irrespective of gender. This is evidenced by the number of female staff in senior positions within the Trust.

|                         | Male | Female |
|-------------------------|------|--------|
| Central Leadership Team | 1    | 2      |
| Head Teachers           | 2    | 3      |
| Deputy Head Teachers    | 2    | 4      |
| Heads of Service        | 4    | 2      |

North Star Community Trust is made up of four primary academies and one secondary academy. In line with most education organisations, female staff make up the majority of the primary school workforce .

A significant number of female staff across North Star Community Trust work in school support roles, such as business admin, teaching assistant roles and in the cleaning and catering workforce which mainly positioned in the third and fourth quartiles.

All staff at North Star Community Trust are paid in accordance with the North Star Pay Policy, on the teaching or support staff pay scale, which is reviewed annually and is published and available to all staff.