



Gender Pay Gap Report

The Cam Academy Trust

March 2023

1 INTRODUCTION

This report contains The Cam Academy Trust’s disclosure of the gender pay gap as of the 31 March 2023 (snapshot date).

All companies with 250 or more employees are required to publish their gender pay gap. The gender pay gap is the difference between the hourly rate of pay for male employees and female employees.

The gender pay gap is reported using the following data:

- Mean – Average hourly pay
- Median - The mid-point of the hourly rate of all salaries when organised from lowest to highest
- Bonuses - The number of staff receiving bonuses by gender and the gender gap for bonus payments (mean/median).
- Quartiles – The distribution of gender in each pay quartile (i.e. organising the hourly rate from lowest to highest, splitting them into four equal groups and showing how many men and women are in each group)

In order to calculate The Cam Academy Trust gender pay gap, we have used the data from all staff who fall into the category of a ‘Relevant Full Pay Employee’ as defined in the Government Equalities Office [Gender pay gap reporting: guidance for employers](#). This includes all school and central Trust staff, regardless of their contractual terms and conditions, but excludes staff who have taken unpaid leave during the period.

On the 31 March 2023, the Trust consisted of 4 secondary schools, 7 primary schools and a central team.

Cambourne Village College
Comberton Village College
Melbourn Village College
St Peter’s School

Everton Heath Primary School
Gamlingay Village Primary
Hartford Infant School
Hartford Junior School
Jeavons Wood Primary School
Offord Primary School
Thongsley Fields Primary School

2 CONTEXT

The gender pay gap is different to equal pay reporting. Equal pay reporting shows the differences between men and women who carry out the same job, or whose work is of equal value. The gender pay gap figures show the difference in the average pay between all men and women in a workforce regardless of their position within the organisation. If the Trust’s findings show that there is a particularly high gender pay gap, this could indicate that there may be a number of issues to deal with, and the individual calculations may help to identify what those issues are.

For the purposes of gender pay reporting, the definition of who counts as an employee is defined in the Equality Act 2010. This is known as an ‘extended’ definition which includes:

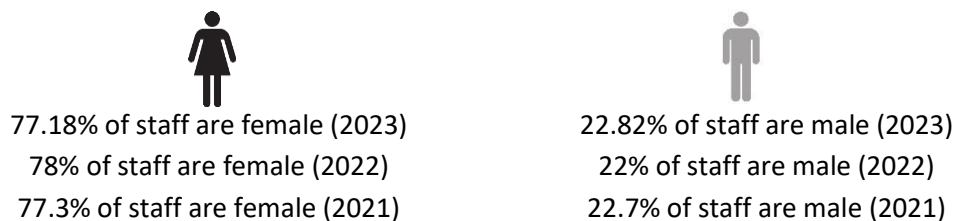
- employees (those with a contract of employment)
- workers (contract to do work or provide services)
- some self-employed individuals (where they have to personally perform the work)

Each part time worker will count as one employee for gender pay reporting purposes. Where we operate a job-share, each employee within the job-share counts as one employee.

3 THE CAM ACADEMY TRUST GENDER PAY GAP – HEADLINE FIGURES

The number of relevant full pay employees included in the sample was 1,100. Of this sample, 849 were female and 251 were male.

Gender Profile of The Cam Academy Trust:



The Cam Academy Trust’s Gender Pay Gap:



Hourly Pay Quartiles:

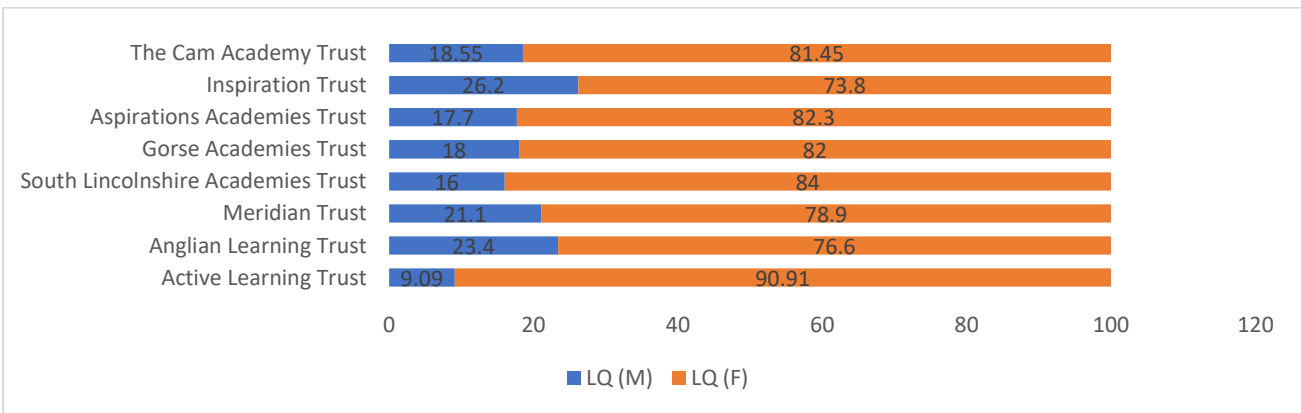
	All Staff		Lower Quartile		Lower middle quartile		Upper middle quartile		Upper Quartile	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
2023	77.18%	22.82% Gap 54.36%	81.45%	18.55% 62.9%	90.55%	9.45% 81.1%	63.64%	36.36% 27.28%	73.09%	26.91% 46.18%
2022	78%	22% Gap 56%	80.7%	19.3% Gap 61.4%	91%	9.0% Gap 82%	73.1%	26.9% Gap 46.2%	66.6%	33.4% Gap 33.2%
2021	77.3%	22.7% Gap 54.6%	83.2%	16.8% Gap 66.4%	87.1%	12.9% Gap 74.2%	64.3%	35.7% Gap 28.6%	74.3%	25.7% Gap 48.6%
2020	75.7%	24.3% Gap 51.4%	76.3%	23.7% Gap 52.6%	88.7%	11.3% Gap 77.4%	75.9%	24.1% Gap 51.8%	64.6%	35.4% Gap 29.2%
2019	75.0%	25.0% 50%	81.0%	19.0% Gap 62%	83.0%	17.0% Gap 66%	73.0%	27.0% Gap 46%	63.0%	37.0% Gap 26%

NB: Information relating to the Gender Pay Gap in the UK: 2023 is available on the [ONS](#) website.

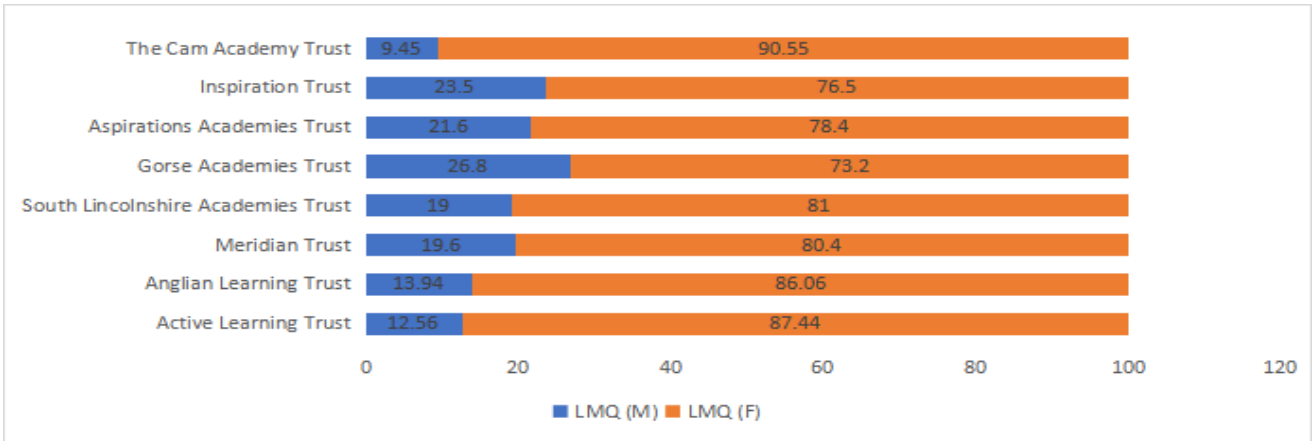
The Cam Academy Trust continues to attract mainly female employees, who currently make up 77.18% of the workforce. This is primarily due to the large number of roles offering part-time and flexible working arrangements. As a result, these roles tend to attract more female applicants, as they allow flexibility to accommodate other responsibilities that these staff might have.

With such significant differences in the staffing demographic, we have compared our gender pay gap data with that of other multi academy trusts with a similar demographic profile. The following charts demonstrate a comparison with a number of multi academy trusts that have submitted their gender pay gap reports for March 2023. As can be seen, The Cam Academy Trust is mostly in line with this selection and reports a similar pay gap.

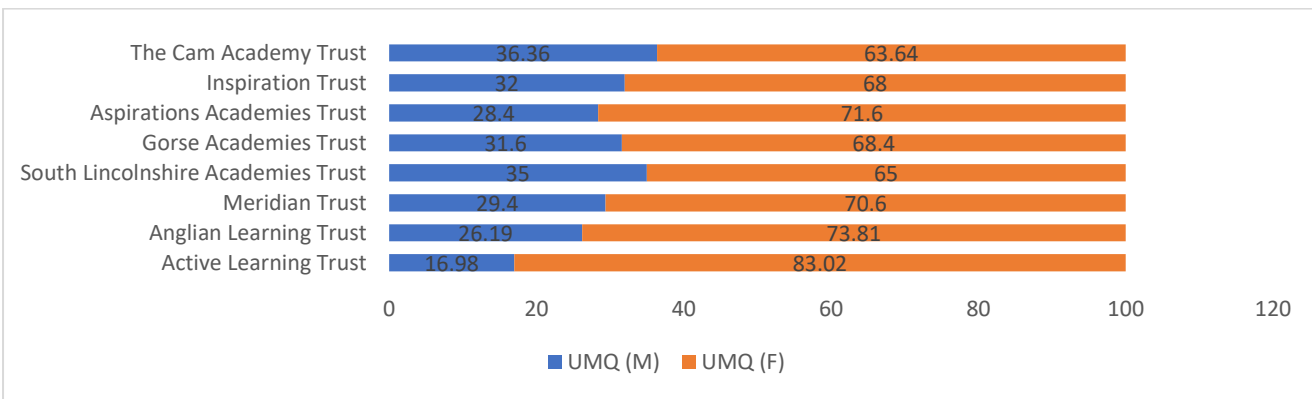
Lower Quartile



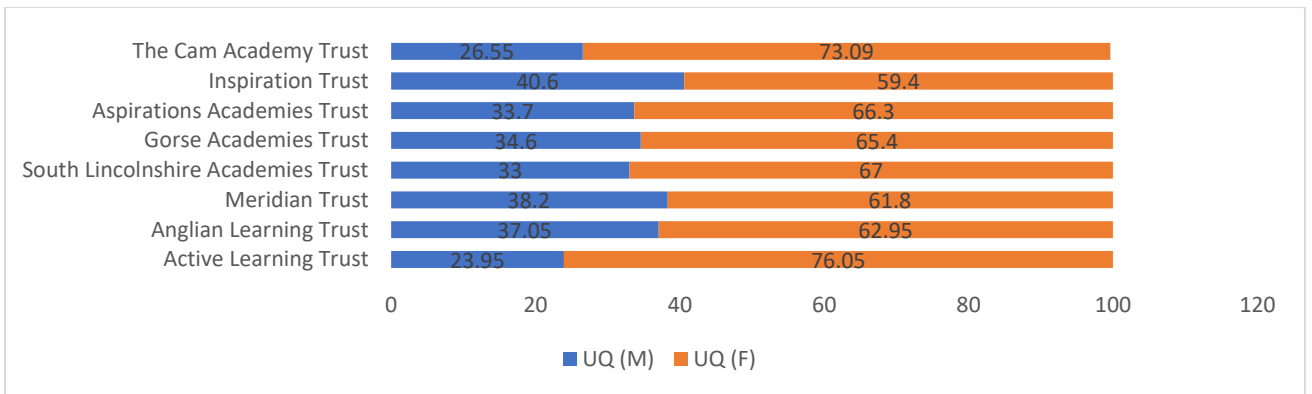
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



4 WHAT DO THE FIGURES MEAN?

On the 1 March 2023 (snapshot date), 81.45% of employees within the **lower quartile** of the Trusts pay structure were female, this is primarily due to a higher number of female staff in support roles, that are attracted to part time positions with lower rates of pay. The increase in the gender pay gap since last year is due to a reduction of part time male support staff in this quartile. Reducing the gender pay gap in this quartile implies increasing the proportion of men and continuing the focus on creating pay equity.

The data in the **upper quartile** shows a swing in favour of female staff. It also represents a 6.49% increase of females in this quartile when compared with the previous year. This increase is partly due to the recruitment

of new female staff in this quartile, but also the movement of female staff from the upper middle quartile to the upper quartile. This demonstrates our commitment to recruit and develop female staff for middle and senior leadership roles, whilst working to ensure that they are paid at a rate comparable to their male counterparts.

Across the trust, female staff are dominant in all four pay quartiles and represent 81.45% and 73.09% of the work force in the **lower** and **upper quartile** respectively. This shows our ongoing commitment to ensuring a healthy representation of females within middle and senior leadership roles. A notable reduction can be seen in the **upper middle quartile**, with the gender pay gap reducing by 18.92%. This reduction is further evidence of our continued efforts to close the gender pay gap.

The Cam Academy Trust are confident that when doing equivalent jobs across the organisation, all staff are paid equally, regardless of their gender. Workforce expressed preferences for certain types of roles and the way they can be more flexibly structured, provides evidence that the apparent pay gap in the lower quartiles is unrelated to pay inequalities. The trust keeps monitoring this profile carefully.

We are pleased to see that our gender pay gap has reduced in some areas and is comparable to other multi academy trust data, however we recognise there is a gender issue, in that middle and lower leadership roles are not being filled by female staff, even though pay is equitably applied across equivalent jobs.

5 BONUS PAY

Due to the nature of the pay scales and pay schemes used by the Trust, bonus payments are not actively used and there were no bonus payments made within this period.

6 CONCLUSION

The Cam Academy Trust is an equal opportunities employer and as such is committed to ensuring that the right person is employed for the right role. Whilst this data helps us to better understand our gender pay gap, we must consider that this information is now a year out of date and that there have been several changes to the gender mix across the Trust since March 2023. It is also recognised that reporting a combined figure for teaching and non-teaching staff that are on different terms and conditions will continue to have a negative effect when reporting our gender pay gap. However, it is encouraging to understand that our data is mostly in line with that of other multi academy trusts.

We remain dedicated to achieving equality within our trust and are working to increase the number of leadership roles and development opportunities that are available to female colleagues. We also remain focussed on enhancing the terms and conditions of the lowest paid groups of staff across the organisation.

Mr Stephen Munday
Chief Executive Officer
for and on behalf of The Cam Academy Trust