



CEO Pay Gap report 2019/20

Year	Method	25th Percentile Pay Ratio	Median Pay Ratio	75th Percentile Pay Ratio
2019/20	A	5.19 : 1	3.93 : 1	2.55 : 1

The methodology used to calculate the pay ratio

- determined the total FTE remuneration of all its UK employees for the relevant financial year (that is, the financial year being reported on in the Directors' Remuneration Report. There were 530 employees);
- ranked all those employees based on their total FTE remuneration from low to high; and
- identified the employees whose remuneration places them at the 25th, 50th (median) and 75th percentile points of this ranking. The salary of the CEO was divided by the salary of the employees at the above percentile points to determine the ratio.

Narrative

- This is the Trust's first CEO pay gap report.
- The median ratio is consistent with the Trust's wider policies on employee reward, pay and progression:
 - Some schools within the Trust employ cleaning staff, as opposed to engaging them under a contract for services. These roles are the lowest paid roles in the organisation therefore will skew the figures compared to other Trusts who do not directly employ them.
 - Trustees have approved a robust Safer Recruitment Policy. All opportunities are advertised either internally or externally.

- We follow the STPCD for all Teaching roles and implement annual pay increases in line with national agreed rates - structured pay points for teachers on main and upper pay scales. Teachers automatically progress through the main pay scale unless they are in a formal capability process. Teachers apply to access the Upper Pay Range and are required to demonstrate that they meet specific criteria as outlined in the Teacher Pay Policy and PM Policy.
TLRs are paid for additional responsibilities and these opportunities are advertised internally.
Our pay policy outlines how to fairly set pay ranges for senior leaders including the CEO and we follow the STPCD to calculate school group sizes.
- Associate staff are employed on NJC terms and conditions and we follow the national pay awards and pay points. All roles have been graded and are competitive in the market. New colleagues commence at the bottom of the grade. The Trust has a job evaluation scheme for new roles and staff can request their role to be re-graded. It includes an appeal process.
There are also opportunities for associate colleagues to be paid to undertake additional roles/ responsibilities for e.g. for health and safety, safeguarding.
Pay progression through the pay grades is automatic unless a colleague is in a formal capability process.
- Note that the Local Government Services' Pay Agreement 2020/21 applicable from 1 April 2020 was delayed and not implemented at the time of publishing this report, which affects the figures. New rates for allowances have been increased by 2.75%. Employees received back pay from 1 April 2020, but this was not in the 2019/20 financial year.
- Trustees and LGB's approve any major changes to pay.
- All colleagues have the right to appeal any decision with regards to their pay.