



GENDER PAY GAP REPORT 2023

Reporting on the position as of 31st March 2023

Submitted to Gov.UK by 31st March 2024

Northampton Primary Academy Trust, in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulation 2017, and as an employer of more than 250 employees, is required to publish information to measure and report on the Gender Pay Gap in the organisation.

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

Northampton Primary Academy Trust currently is made up of 14 primary schools, but at the snapshot date of 31st March 2022 the Trust had 12 primary schools with 2 schools joining the Trust in September 2022, therefore this data encompasses the two additional schools.

The results of these statutory calculations are as follows:

Difference in mean and median hourly rate of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap % difference male to female	23.80%	30%

Proportion of male and female employees according to quartile pay bands

	Quartile Lower	Quartile 2 Lower Middle	Quartile 3 Upper Middle	Quartile 4 Upper
Male (% males to all employees in quartile)	4.51%	3%	8.18%	9.76%
Female (% females to all employees in quartile)	95.49%	97%	91.82%	90.24%

Total Employees	No of Employees	Percentage
Male	43	6.37%
Female	632	93.63%

- No bonuses were paid to staff.

Supporting Statement

Northampton Primary Academy Trust is committed to the promotion of equality of opportunity and choice for employees and supports the fair treatment of all staff irrespective of gender. NPAT is an equal opportunities employer and does not discriminate in any way (as defined by the Equalities Act 2010 and other relevant legislation) regarding recruitment, performance management and employee career development opportunities. All posts are aligned to agreed nationally agreed pay scales and our male and female staff are paid within the same band for the same job role. All job roles are externally evaluated to ensure fair pay in each role and are advertised with no gender bias.

The Gender Pay Gap reporting is at a high level non-adjusted indicator; our workforce is predominately female, which reflects the national profile for Primary education, therefore the gap is significantly affected by this. We encourage flexible working and we have a high number of females working in part-time support roles, with the proportion of women in the lower quartiles high because of this. This is reflected across the education sector generally, especially in primary education. The overall Gender Pay Gap figure for the Trust therefore reflects the composition of our workforce, as opposed to gender pay inequalities.

In order to further reduce our Gender Pay Gap, we would be required to recruit the same proportion of men and women to each hourly rate of pay across our Trust. Due to the spread of support staff roles in the lower quartiles, we would need to recruit more males to the lower paid roles. These roles tend to attract a much higher percentage of females seeking higher degrees of flexibility during school holidays, mostly to address childcare needs, as these roles offer the opportunity to work term time only.

Across our 14 schools, we have 5 male and 8 female headteachers, and in our Central Executive Team we have an equal 50/50 split of male and female held roles. Overall, we have also increased our ratio of male to female employees.

We opened a brand-new school in September 2022 and at the same time another school joined the Trust, therefore the information for neither school was available when the figures for 2022 were produced. This explains the increase in employees employed within the Trust.

Over the coming year we will continue to ensure there is no gender bias in our recruitment processes and take every available step to reduce our Gender Pay Gap, where we are able.

I can confirm that the above information, has been prepared from our payroll data on the snapshot date, and is accurate.

Name: Julia Kedwards

Signature: 

Position: Northampton Primary Academy Trust Chief Executive Officer and Accounting Officer

Date: 11th March 2024