

# Gender Pay Gap Report 2023

Published February 2024

## Introduction

NEAT was set up as a multi-academy trust (MAT) in April 2017. A MAT is a single organisation set up as a strategic collaboration to improve and maintain high educational standards across a number of schools. Each school within a MAT is an academy.

Our MAT is mixed because it includes both schools that have a religious character and those that do not. We work closely with the Durham and Newcastle Diocesan Education Boards about the governance of the trust and the performance of our Church of England schools.

The trust directly employed 484 staff at the snapshot date of 31<sup>st</sup> March 2023 and in some of our academies there are also cleaning, caretaking and catering staff employed by external contractors.

Five schools in NEAT are based within the NE6 area of Newcastle upon Tyne:

- Benfield School (secondary school)
- Central Walker Church of England Primary School
- Tyneview Primary School
- Walkergate Community School
- West Walker Primary School

In addition, one school is based in Hartlepool:

- St Hild's Church of England School (secondary school).

Plus, Whitehouse Primary School joined the Trust recently, however this was after the snapshot date.

The Newcastle Research School at Walkergate is part of the Education Endowment Fund's Research Schools Network.

NEAT also owns a small trading subsidiary company, NEAT Active Limited.



# Our 2023 gender pay gap

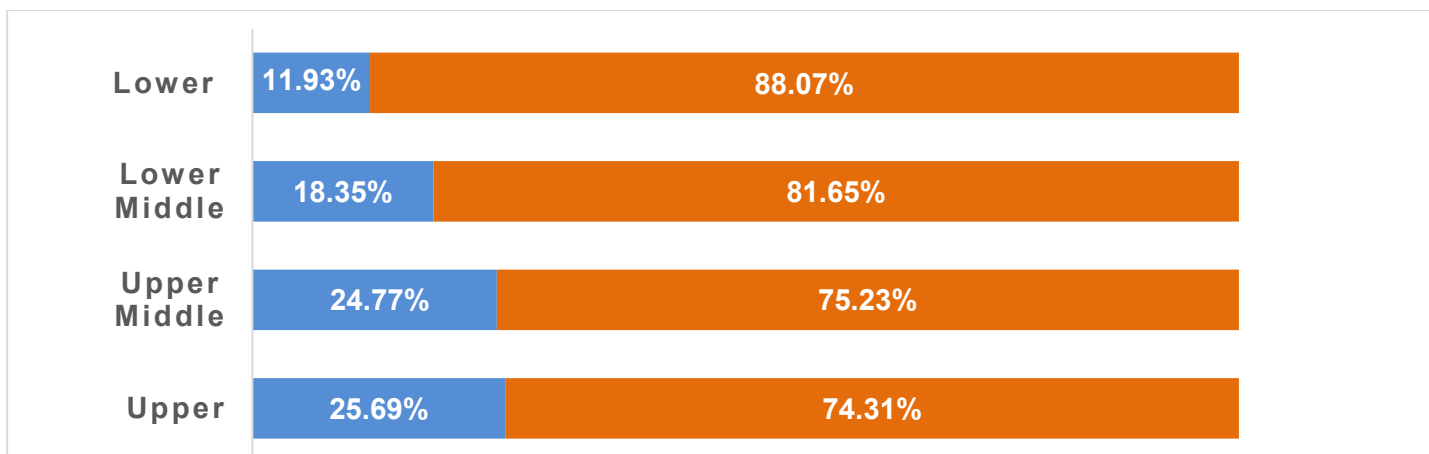
## Mean and Median Hourly Rates and Pay Gap Percentage



The mean average male hourly rate was, £20.90, the female average hourly rate was £18.01. This is a £2.89 difference.

The median average male hourly rate was £17.95, the female average hourly rate was £14.71. This is a £3.24 difference.

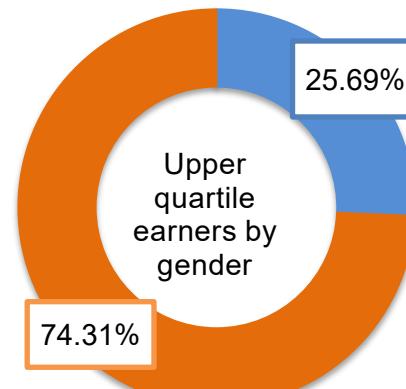
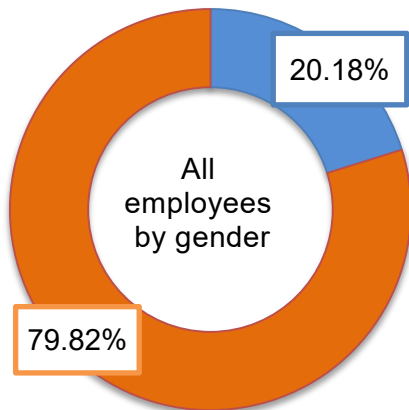
### Gender Breakdown by Hourly Pay Rate Quartiles



## What does our data tell us?

■ Male ■ Female

This is the sixth time that the trust has reported on its gender pay gap since NEAT was set up in April 2017. The data in this report is at 31<sup>st</sup> March 2023.



■ Male ■ Female

As a trust, we have grown since the snapshot date of 31 March 2023. At this point we had retained a majority of female colleagues (79.82%). Our gender pay gap 2023 shows signs of reducing compared with our previously reported gender pay gap. The difference between our mean hourly rates would suggest that our gender pay gap has decreased slightly (13.81% in 2023; 15.43% in 2022). The median pay gap, which is the difference between the midpoints in the ranges of hourly earnings of men and women, has also decreased (18.06% in 2023; 27.89% in 2022). This measure takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middle salary. Potentially, it is the more representative measure of

the pay gap since it is not affected by outliers.

Taking each quartile, we continue to have the highest proportion of men in the upper quartile (25.69%). Overall, we continue to have the highest proportion of women employed in the lowest pay quartile (88.07%).

As a trust we have common pay and grading arrangements to help ensure we pay our staff equitably. Our pay gap is reducing but reflects the wider issue, across the education sector, with women often occupied in roles which attract lower pay.

## How are we addressing the pay gap?

### We continued to:

1. Review pay annually for support staff to help ensure low pay, most commonly experienced by female employees keeps pace with cost of living.
2. Ensure shortlisting and interview panels have a gender balance, structured interviews with standard criteria and questions for all candidates in a pre-determined order to help eliminate any unconscious bias.
3. Pay a supplement to any colleagues with an hourly rate that did not meet the Living Wage Foundation Living Wage.
4. Embrace opportunities for part-time and term-time working and seek to continue to attract female leaders into key roles within our forward-thinking trust.
5. Apply robust arrangements to ensure the pay progression of teachers is linked to performance and that there can be no gender bias.



### We are committed to:

1. Internal reporting of key measures, including gender in recruitment, turnover, appraisal outcomes, CPD opportunities.
2. Ongoing staff engagement to understand the experience of female colleagues and senior leaders' workload.
3. Continuous improvements to our recruitment process to help us attract the most diverse range of candidates online, including female leaders.



# Promoting equality, diversity and inclusion

## A job share case study



“Before joining the trust, we were part-time members of the Senior Leadership Team at Central Walker Primary School and we had never imagined that it would be possible to become job share Headteachers. Through the guidance and support of an Executive Headteacher and the CEO of NEAT, we are now doing just that, jointly leading a successful school.

We promote a culture of work life balance and wellbeing where many of our leaders work part time or as job shares like we do.”

**Dawn Day and Faye Kerr  
Job Share Headteachers  
Central Walker Church of England  
Primary School**

## A message from the NEAT CEO



“Our shared purpose, vision and values put equality, diversity and inclusion at the heart of our trust, not only for our children and young people but also for our workforce.

Most of our employees are female and we recognise that, despite individual success stories, we need to do more to ensure that our diverse workforce are enabled to use their skills and experience to greatest effect to improve the life chances of all members of our trust community.”

**Debi Bailey  
Chief Executive Officer  
NEAT**

NEAT Academy Trust is a company limited by guarantee registered in England and Wales.  
Company number 10561094.

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