

29th September 2017

Gender Pay Gap Statement

From April 2017, all organisations that employ over 250 employees are required to report annually on their gender pay gap. The gender pay gap is defined as the differences in the average earnings of men and women over a standard time period, regardless of their role seniority. The Trust's workforce consists of significantly more females than males. This profile reflects the children's social care sector.

There is a requirement for each company to publish 7 pieces of data:

1. Their mean gender pay gap
2. Their median gender pay gap
3. Their proportion of males and females in each quartile pay band
4. Their mean bonus gender pay gap – not applicable to the Trust
5. Their median bonus gender pay gap – not applicable to the Trust
6. Their proportion of males receiving a bonus payment – not applicable to the Trust
7. Their proportion of females receiving a bonus payment – not applicable to the Trust

As noted above 4-7 are not relevant to the Trust as no member of staff are paid a bonus.

The information in response to 1-3 for our 616 employees employed as at 5th April 2017 is as follows:

1. Our mean gender pay gap was 13.1%.
2. Our median gender pay gap was 8.2%.
3. The proportion of males and females in each quartile band is:

| Quartiles | % Female | % Male |
|-----------|----------|--------|
| Lower | 89.5 | 10.5 |
| | 83.7 | 16.3 |
| | 83.0 | 17.0 |
| Upper | 78.8 | 21.2 |

The Trust uses the NJC grades and established job evaluation. The Trust has and will continue to ensure there is an equality of pay between male and female employees.

Whilst the Trust workforce is made up of 82% female employees, that representation can be seen as between 78 and 90% in each pay quartile. It is however slightly higher at the lower pay quartile at 89.5%. The Trust will conduct further analysis to gain an understanding of why this is.

A commitment the Trust Board and Senior Leaders pledge is a continuation to deliver appropriate learning and development to ensure that a pipeline of suitably experienced and capable candidates is available for consideration for promotion into very senior roles with a focus on not only male and female colleagues but all those in under-represented groups.

To achieve this the Trust will

- Develop supporting material highlighting the multiple potential career paths within Doncaster Children's Services Trust.
- Provide access to mentoring, training and development opportunities to encourage and promote progression into very senior roles
- Review the pay and jobs at the lower quartile of the Trust's pay scale to help determine why the proportion of female workers is higher in this quartile than any other.

A handwritten signature in black ink, appearing to read "P. Moffat".

Paul Moffat

Chief Executive

Doncaster Children's Services Trust