

Gender Pay Gap Report – 2018

Introduction

This is the first report produced under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, which requires organisations with 250 or more employees to measure and report on the gender pay gap, on an annual basis. The data capture date is 31st March every year and the report must be published by the 31st March in the subsequent year.

This report is required to be published on the Trust’s website, accessible by both employees and the public, for a minimum of three years and is reported to Government and published online by the Government Equalities Office.

The Priory School Trust is required to report on:

- The difference in the mean pay of full pay men and women expressed as a percentage
- The difference in median pay of full pay men and women expressed as a percentage
- The proportion of full pay men and women in each of the four quartile bands

The Trust does not pay bonuses and therefore is not required to report on this element.

The data for March 2018 is based on 334 posts, which includes casual posts and supply posts and includes those staff who carry out more than one post at the school. This amounts to 64 males and 270 females within the 334 posts.

Data

Mean Gender Pay Gap

	Number of Posts	Hourly Rate
Male	64	£17.15
Female	270	£15.02

The mean gender pay gap is 12.4%.

Median Gender Pay Gap

	Number of Posts	Hourly Rate
Male	64	£14.91
Female	270	£10.41

The median pay gap is 30.2%.

Quartile Pay Band Gender Information

Quartile	Male No.	Male %	Female No.	Female %	Total No.
Lower A	13	15.5%	71	84.5%	84
B	11	13.3%	72	86.7%	83
C	16	19.0%	68	81.0%	84
Upper D	24	28.9%	59	71.1%	83

Further Analysis

Support Staff posts including casuals and Trust staff (217 staff)

	Number of Posts	Hourly Rate (mean)
Male	30	£10.74
Female	187	£9.77

The gender pay gap for Support Staff is 9%.

Teaching Staff posts including supply, unqualified, MPS, UPS and Lead Practitioners (117 staff)

	Number of Posts	Hourly Rate (mean)
Male	34	£21.28
Female	83	£20.80

The gender pay gap for Teaching Staff is 2.3%.

Senior Leadership posts including Trust staff

	Number of Posts	Hourly Rate (mean)
Male	3	£36.28
Female	8	£31.06

The gender pay gap for Senior Leadership is 14.4%.

Narrative

The Priory School Trust is a public sector education organisation with, at the data capture date of 31 March 2018;

- 1 primary school (4-11)
- 1 secondary school (11-16)
- 1 all-through school (3-16)

In the UK, the national mean pay gap is currently 14.1% and the median is 9.7%. In comparison, the education sector mean pay gap is currently 18.3% and the median is 26.4%. The Trust's data is, therefore, considered reasonable in line with education sector averages.

It is important to note that the Trust operates nationally agreed pay scales for all staff. In education, the terms and conditions of employment, particularly support staff, for many roles tend to be family

friendly and attract female applicants for roles such as Lunch-time Supervisor, Cleaner, Administrator and Teaching Assistant, which are lower paid. There is a need to ensure that there is no ongoing increase in gap for support staff in the next review period.

It is also common for the public sector and education to have a predominance of female employees in the workforce. Primary schools tend to be more female dominated and two of the schools within the Trust have primary provision.

The gap in senior leadership pay is the widest. The current Executive Principal for the Trust is male and, therefore, naturally, is awarded with a higher salary. It is important to note that, currently, females dominate senior leadership posts across the Trust.

Whilst the gap is relatively small for teaching staff, there is a need to ensure that there is no ongoing increase in gap in the next review period.

The main areas the Trust, therefore, needs to address are:

- Encourage more male applicants within the primary provision, to address the balance, through ensuring advertising and recruitment procedures are not gender biased
- Identify a talent pool of male staff/encourage more male applicants to senior leadership posts, to address the balance
- Review the gap within support and teaching to ensure it does not grow
- Undertake a comparison exercise with other local multi-academy trusts to identify any pay inequalities across the Trust

As this is the first report for the Trust there is no comparison to be made with previous years. The Trust will continue to monitor trends and address areas when required.

Data compiled by Duncan Wright, Finance Director
Report written by Laura Taylor, HR Manager

Supporting Statement

I confirm that the information published here is accurate.



3rd April, 2019

Signature:Date:

Michael Barratt, Executive Principal



3rd April, 2019

Signature:Date:

Gary Turner, Chair of Trustees