

Gender Pay Gap Report 2020-21

Introduction

This is the second report produced by the The 3-18 Education Trust 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 (due to Covid-19 the date to be published this year is 5th October). Please note, there is no 2019-20 report due to the government not making this a requirement following Covid-19.

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 3-18 Education 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 31st March 2020 is based on 457 posts (compared with 320 in 2018), which includes casual posts and supply posts and includes those staff who carry out more than one post at the school. This amounts to 96 males (60 in 2018) and 361 females (260 in 2018) within the 457 posts.

Data

Mean Gender Pay Gap

	Number of Posts	Hourly Rate
Male	96	£18.94
Female	361	£16.38

The mean gender pay gap is 13.5%.

Median Gender Pay Gap

	Number of Posts	Hourly Rate
Male	96	£18.46
Female	361	£11.64

The median pay gap is 36.9%.

Quartile Pay Band Gender Information

Quartile	Male No.	Male %	Female No.	Female %	Total No.
Lower A	11	9.6%	103	90.4%	114
B	18	15.7%	97	84.3%	115
C	35	30.7%	79	69.3%	114
Upper D	32	28.1%	82	71.9%	114

Further Analysis

Support Staff posts including casuals and Trust staff (255 staff)

	Number of Posts	Hourly Rate (mean)
Male	38	£13.06
Female	217	£11.01

The gender pay gap for Support Staff is 15.7%.

Teaching Staff posts including supply, unqualified, MPS, UPS and Lead Practitioners (202 staff)

	Number of Posts	Hourly Rate (mean)
Male	58	£21.62
Female	144	£20.94

The gender pay gap for Teaching Staff is 3.1%.

Senior Leadership posts including Trust staff (21 staff)

	Number of Posts	Hourly Rate (mean)
Male	9	£32.86
Female	12	£32.56

The gender pay gap for Senior Leadership is 0.9%.

Narrative

The 3-18 Education Trust is a public sector education organisation with, at the data capture date of 31 March 2020 has;

- 1 primary school (4-11)
- 1 secondary school (11-16)
- 1 all-through school (3-16)
- 1 secondary school and sixth form with boarding school provision (11-18)

The mean pay gap for this reporting period has reduced from 15.17% to 13.5%, which demonstrates that the actions put in place following the previous report have had an impact. This is most notable in the gender pay gap for senior leadership, which has seen a narrowing of the gap from 6.3% to 0.9%, which is a significant reduction. It is also interesting to note that females continue to occupy more senior leadership posts across the Trust, including that at Headteacher level. The teaching staff gap has also narrowed from 3.6% to 3.1%. The mean pay gap for support staff has increased from 10.8%

to 15.7%. This is attributed to a number of senior support staff roles in the Trust being held by male postholders, rather than differences in pay to female equivalents.

The median pay gap for this reporting period has increased from 31.02% to 36.9% and this is a direct correlation to the growth of our Trust, where staff headcount has increased from 320 to 457 with a higher spread of female staff. It is important to note that the Trust operates nationally agreed pay scales for all staff, following those defined by the School Teachers Pay and Conditions and the National Joint Council, where the salary is defined by the post and not gender. It is also important to note that in education, the terms and conditions of employment (hours and term time only working patterns), particularly for support staff roles, tend to be family friendly and therefore attract female applicants for roles such as Lunch-time Supervisor, Cleaner, Administrator and Teaching Assistant, which are job evaluated at a lower grade and lower pay. 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. There is, however, a need to ensure that there is no ongoing increase in gap for support staff in the next review period.

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

- Review the gap within support staff and identify a talent pool of female staff/encourage female applicants to senior support staff roles to address the balance.
- Continue to identify a talent pool of male staff/encourage more male applicants to senior leadership posts (teaching), to continue to address the balance.
- Encourage more male applicants within the primary provision, to address the balance, through ensuring advertising and recruitment procedures are not gender biased
- Continue to undertake comparison exercises with other local multi-academy trusts to identify any pay inequalities across the Trust

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.



Signature:Date:5.10.21.....

Michael Barratt, CEO