

Gender Pay Gap Report 2021-22

Introduction

This is the third 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 30th March in the subsequent year. 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 2021 is based on 439 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 91 males and 348 females within the 439 posts.

Data

Mean Gender Pay Gap

	Number of Posts	Hourly Rate
Male	91	£20.14
Female	348	£16.81

The mean gender pay gap is 16.5%.

Median Gender Pay Gap

	Number of Posts	Hourly Rate
Male	91	£20.06
Female	348	£12.20

The median pay gap is 39.1%.

Quartile Pay Band Gender Information

Quartile	Male No.	Male %	Female No.	Female %	Total No.
Lower A	10	9.1%	100	90.9%	110
B	14	12.7%	96	87.3%	110
C	27	24.5%	83	75.5%	110
Upper D	40	36.7%	69	63.3%	109

Further Analysis

Support Staff posts including casuals and Trust staff (243 staff)

	Number of Posts	Hourly Rate (mean)
Male	32	£13.90
Female	211	£11.49

The gender pay gap for Support Staff is 17.3%.

Teaching Staff posts including supply, unqualified, MPS, UPS and Lead Practitioners (196 staff)

	Number of Posts	Hourly Rate (mean)
Male	59	£22.44
Female	137	£21.04

The gender pay gap for Teaching Staff is 6.2%.

Senior Leadership posts including Trust staff (16 staff)

	Number of Posts	Hourly Rate (mean)
Male	8	£34.77
Female	8	£34.24

The gender pay gap for Senior Leadership is 1.5%.

Narrative

The 3-18 Education Trust is a public sector education organisation with, at the data capture date of 31 March 2021;

- 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 increased from 13.5% to 16.5%, This is most notable in the gender pay gap for teaching staff, which has seen an increase in the gap from 3.1% to 6.2%. Although an increase in the gap, this reflects the positive work-life balance that we promote within the Trust, where there has been an increase in female teaching staff requesting to work part-time. This is also in line with the DfE's promotion of new flexible working practices for teachers within schools.

The median pay gap is 39.1% and this is due to 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 this balance can be addressed.

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

- Promote part-time and flexible working to males employees to address the balance (there is a wider societal cultural shift required here too);
- 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 where 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:30.03.22.....
Michael Barratt, CEO