

## Gender Pay Gap Report 31 March 2023

### Introduction

This is the fifth 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.

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 31<sup>st</sup> March 2023 is based on 576 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 132 males and 444 females within the 576 posts.

### Data

#### Mean Gender Pay Gap

	Number of Posts	Hourly Rate
Male	132	£21.25
Female	444	£18.44

The mean gender pay gap is 13.2%.

#### Median Gender Pay Gap

	Number of Posts	Hourly Rate
Male	132	£21.06
Female	444	£13.92

The median pay gap is 33.9%.

### Quartile Pay Band Gender Information

Quartile	Male No.	Male %	Female No.	Female %	Total No.
Lower A	17	11.8%	127	88.2%	144
B	29	20.1%	115	79.9%	144
C	40	27.8%	104	72.2%	144
Upper D	46	31.9%	98	68.1%	144

### Further Analysis

**Support Staff** posts including casuals and Trust staff (302 staff)

	Number of Posts	Hourly Rate (mean)
Male	47	£14.78
Female	255	£12.79

The gender pay gap for Support Staff is 13.5%.

**Teaching Staff** posts including supply, unqualified, MPS, UPS and Lead Practitioners (274 staff)

	Number of Posts	Hourly Rate (mean)
Male	85	£24.40
Female	189	£23.42

The gender pay gap for Teaching Staff is 4.0%.

**Senior Leadership** posts including Trust staff (16 staff)

	Number of Posts	Hourly Rate (mean)
Male	9	£40.77
Female	7	£39.99

The gender pay gap for Senior Leadership is 1.9%.

### Narrative

The 3-18 Education Trust is a public sector education organisation with, at the data capture date of 31 March 2023;

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

The mean pay gap for this reporting period has reduced from 16.3% to 13.2% and this positive reduction is seen within both our teaching staff and support staff bodies. Teaching staff have seen a reduction in the gap from 6.4% to 4.0% and support staff have seen a more notable reduction from 16.9% to 13.5%.

The senior leadership gap, has however, seen an increase from -1.5% to 1.9%. This is therefore a move away from a negative pay gap (which meant that, on average, females' gross hourly earnings were

higher than those of males). The reason for this change follows a salary review for a Trust central leadership post. This post is occupied by a male and the change was to align with market rates, rather than any gender bias.

The median pay gap for this reporting period has increased slightly, from 32.6% to 33.9%. This is not too much of a cause for concern, as minor fluctuations are likely to be seen year on year and it is important to recognise that last year's reporting period saw a significant reduction in our median pay gap; down from 39.1% to 32.6%. However, we must not be complacent and this will be monitored.

Although a gap still remains this is due to a higher spread of female staff, which you often find within the education sector. 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. Primary schools tend to also 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.

Along with this, 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 and therefore we have minimal influence over pay.

The main areas the Trust, therefore, needs to focus on are:

- Promote part-time and flexible working to male 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 and wider to identify any pay inequalities across the Trust.

The Trust will continue to monitor trends and address areas where required.

**Report written by Laura Taylor, HR Director**

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