

Gender Pay Gap Report March 2022-23

Introduction

This is the fourth 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 31st March 2022 is based on 582 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 133 males and 449 females within the 582 posts.

Data

Mean Gender Pay Gap

	Number of Posts	Hourly Rate
Male	133	£20.35
Female	449	£17.04

The mean gender pay gap is 16.3%.

Median Gender Pay Gap

	Number of Posts	Hourly Rate
Male	133	£19.16
Female	449	£12.92

The median pay gap is 32.6%.

Quartile Pay Band Gender Information

Quartile	Male No.	Male %	Female No.	Female %	Total No.
Lower A	16	11.0%	129	89.0%	145
B	22	15.1%	124	84.9%	146
C	48	33.1%	97	66.9%	145
Upper D	47	32.2%	99	67.8%	146

Further Analysis

Support Staff posts including casuals and Trust staff (317 staff)

	Number of Posts	Hourly Rate (mean)
Male	51	£13.81
Female	266	£11.48

The gender pay gap for Support Staff is 16.9%.

Teaching Staff posts including supply, unqualified, MPS, UPS and Lead Practitioners (265 staff)

	Number of Posts	Hourly Rate (mean)
Male	82	£23.59
Female	183	£22.07

The gender pay gap for Teaching Staff is 6.4%.

Senior Leadership posts including Trust staff (15 staff)

	Number of Posts	Hourly Rate (mean)
Male	10	£38.50
Female	5	£39.07

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 2022;

- 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)

The mean pay gap for this reporting period has reduced from 16.5% to 16.3%. This is most notable in the gender pay gap for senior leadership posts, which has seen a reduction of 3% to -1.5% resulting in a negative gender pay gap which means that, on average, females' gross hourly earnings are higher than those of males.

Teaching staff have seen a slight increase in the gap from 6.2% to 6.4%. However, this continues to reflect 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 for this reporting period has seen a notable reduction from 39.1% to 32.6% in just a one year period. 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

Data compiled by Duncan Wright, Finance Director

Supporting Statement

I confirm that the information published here is accurate.

Signature:
David O'Toole, CEO



Date: 29th March 2023