

Gender Pay Gap Reporting Statement March 2023

Report for Trust Board

All organisations who employ 250 or more employees are required by law to publish their specific gender pay information under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation based on a snapshot of data on 31 March of each year. The snapshot date for this report is 31 March 2023.

Key Findings 2023

Our gender pay gap is 25.3% mean and 34.3% median overall. This means, women earn 64.7p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 34.3% lower than men's. When comparing mean (average) hourly pay, women's mean hourly pay is 25.3% lower than men's.

Six employees received bonus payment, our gender pay gap for bonus payments is 46.8% mean and 18.9% median.

Organisational Context

When assessing the gender pay information a key point to remember is the Trust workforce is split 76.9% female to 23.1% male. Our Gender pay gap information is based on the total number of male and female full-pay employees:

Gender	Total number of full-pay employees	Percentage
Male	161	23.1%
Female	536	76.9%
Total	697	100%

The Trust has two sets of terms and conditions: teaching and support staff. Teaching staff have a full-time equivalent of 32.5 hours per week, whereas support staff to have a full-time equivalent of 37 hours per week. Teaching staff have higher salaries generally than support staff, and as we employ more support staff than teaching staff, this is reflected in our overall gender pay gap.

Mean and median information

The table below illustrates the difference in hourly pay between our male and female full pay relevant employees:

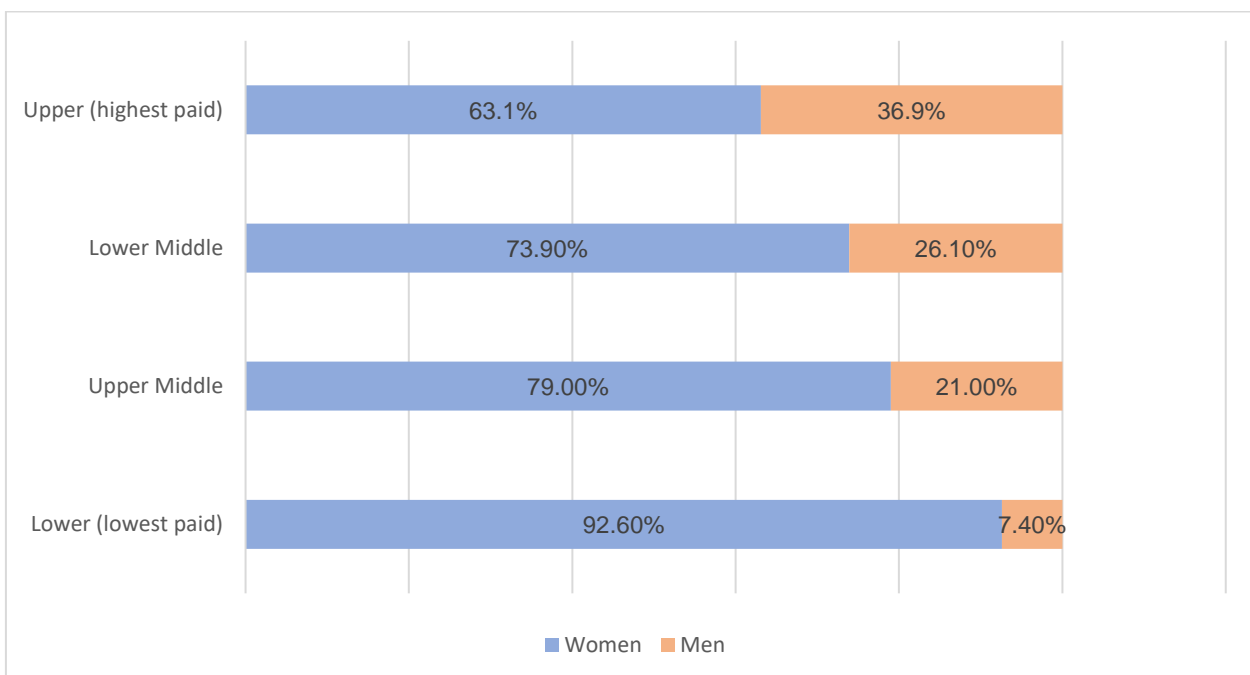
Difference in mean and median hourly rates of pay		
	Difference in Mean Hourly Pay	Difference in Median Hourly Pay
Pay gap % (+/-) difference	25.3%	34.3%

We are required to declare the total number of employees receiving bonuses alongside the proportion of male and female employees who were paid bonus pay.

Difference in mean and median bonus payment		
	Difference in Mean Bonus Pay	Difference in Median Bonus Pay
Pay gap % (+/-) difference	46.8%	18.9%

Quartile Information 2023

This is the information we submit nationally, which details our gender split against four quartiles:



The Percentage of men and women in each hourly pay quarter is shown in the table below:

	Upper	Upper Middle	Lower Middle	Lower
Number of male employees	65	37	46	13
% males to all employees in each quartile	37.4%	21.3%	26.4%	7.4%
Number of Female employees	109	137	128	162
% females to all employees in each quartile	62.6%	78.7%	73.6%	92.6%

As you can see, we employ more females than males in all quartiles. The highest percentage of males sit within the highest quartile and the highest percentage of females sit within the lowest quartile. Based on the Trust gender split (76.9% / 23.1%) women are underrepresented in the upper quartile and overrepresented in the upper middle and lower pay quartile.

If we look at the ten highest earners across the trust, 30% are female, of the top twenty earners, 45% are female and 58% of the top fifty earners across the trust are female. If we look at our lowest earners, 92.6% of our lowest earners are female. The roles that are captured in the lowest quartile are support staff roles predominantly cleaning, catering staff, most post holders in these roles are female.

A key factor in the gender pay gap is the significant difference in pay between teaching and support staff. If the two categories are split, the gender pay gap is reduced. In terms of salary scales, the lowest earning teachers are paid at a significantly higher level than the lowest earning support staff £19.51, whereas for support staff the lowest pay point is currently £10.49, which is a difference of £9.02 per hour. Benchmarking is difficult in our sector as we directly employ most of our support staff occupying lower paid roles, whereas in some schools and MATs such roles are outsourced and are therefore not included in the gender pay gap report.

Taking Action

The Trust is taking the following action to narrow the gender pay gap.

- Ensuring gender-neutral language in adverts.
- Offering coaching, mentoring and network opportunities.
- Transparent and fair performance management system (including during maternity leave)
- Transparent and fair pay systems.
- Supporting flexible working and challenge gender stereotyping.
- Trust equality, diversity, and inclusion action plan.

- Reviewing leadership development programmes alongside induction and training opportunities
- Working to maximise family friendly policies/services.

Summary

In conclusion, the trust employs more females than males in all quartiles and the gender pay gap is smaller in the upper quartiles. The Trust will continue to take action to ensure that we remove any barriers or disadvantages due to gender for all staff, reduce our gender pay gap and create an inclusive culture for all our employees.

Melanie Adams
Human Resources Director
March 2024

Appendix 1: Gender Pay Gap report to be uploaded to Government gateway and to be added to our website.

Snapshot date: 31st March 2023

Gender	Total Number of Full Pay Relevant employees
Male	161
Female	536
Total	697

Difference in mean and median hourly rates of pay

	Difference in Mean Hourly Pay	Difference in Median Hourly Pay
Pay gap % difference male to female	25.7%	35.3%

Proportion of male and female employees who were paid a bonus

This table shows the total number of male and female employees receiving bonuses, alongside the percentage as a total of either female or male employees.

Gender	Total Number of employees paid a bonus
Male	3
Female	3
Total	6

	Difference in Mean Bonus Pay	Difference in Median Bonus Pay
Pay gap % difference male to female	46.8%	18.9%

Proportion of male and female employees according to quartile pay bands

The table below shows the number of male and female employees in each quartile pay bands, alongside the percentage of male and female colleagues comprising each quartile.

	Upper	Upper Middle	Lower Middle	Lower
Number of male employees	65	37	46	13
% males to all employees in each quartile	37.4%	21.3%	26.4%	7.4%
Number of Female employees	109	137	128	162
% females to all employees in each quartile	62.6%	78.7%	73.6%	92.6%

Optional supporting narrative

In education and within the Trust there are two sets of terms and conditions: teaching and support staff. We use pay scales for all teaching staff that are aligned to the School Teachers Pay and Conditions Document (STPCD) which is reviewed on an annual basis. For non-teaching staff we use pay scales set by the National Joint Council for Local Government Services (NJC). There are issues linked to the two very different sets of terms and conditions for teaching and support staff, which are established at a national level. The use of term time formulas and outsourcing can also skew the data (e.g. we employ the majority of staff, whereas some trusts outsource catering and cleaning staff, and they are our lowest paid staff and are mainly female).

The trust employs more females than males in all quartiles, however, the gender split is less significant in the upper quartiles than the lower quartiles. From a gender split perspective, 30% of the top ten earners in the trust are female; 45% of the top twenty earners are female and 58% of the top fifty earners in the trust are female. If we look at our lowest earners, 92% of our lowest earners are female. The lowest earning roles in the trust are catering and cleaning staff, with the majority being female and part-time. The gender pay gap across all areas of staffing in the trust is 25.7% in the mean hourly pay, and 35.3% in the median hourly pay. This represents a significant pay gap when teaching and support staff are considered together. If the two categories are split, the gender pay gap is reduced. In terms of salary scales, the lowest earning teachers are paid at a significantly higher level than the lowest earning support staff.

In conclusion, the gender pay gap for the Trust overall is high. Therefore, the Trust will continue to take action to ensure that we remove any barriers or disadvantages due to gender for all staff, reduce our gender pay gap and create an inclusive culture for all our employees.

I can confirm that the information published here is accurate.

Melanie Adams, Human Resources Director, Shireland Collegiate Academy Trust

21 March 2024