

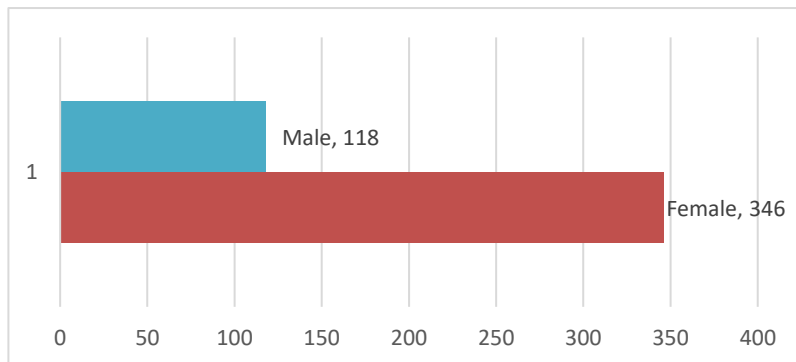


GENDER PAY GAP REPORT 31ST MARCH 2021

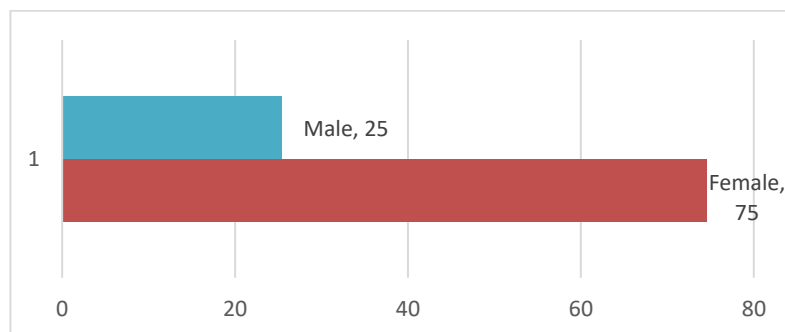
Workforce Profile

On the “snapshot” date of the 31st March 2021 the Trust employed 493 people, of which 464 were in scope for gender pay gap reporting. The tables below show the number and percentage of employees by gender.

Number of employees by gender:



Percentage of workforce by gender:



Our Gender Pay Gap Results

Refer to Appendix A for further information.

Mean gender pay gap in hourly pay

21.94%

Median gender pay gap in hourly pay

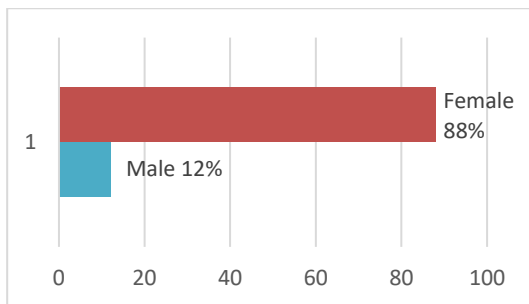
41.36%

Bonus pay gap – no bonuses were paid.

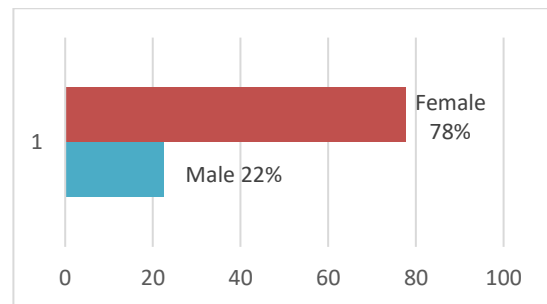
Our Quartile Pay by gender

The quartile data shows the Trust’s workforce divided into four equal sized groups based on calculated hourly rates of pay. Each quartile is made up of 25% of the workforce. The lower quartile includes employees in receipt of the lowest pay, whilst the upper quartile represents those in receipt of the highest pay.

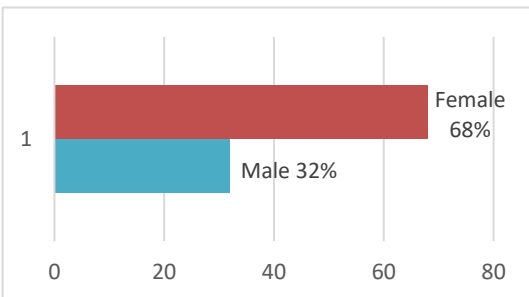
Lower Quartile



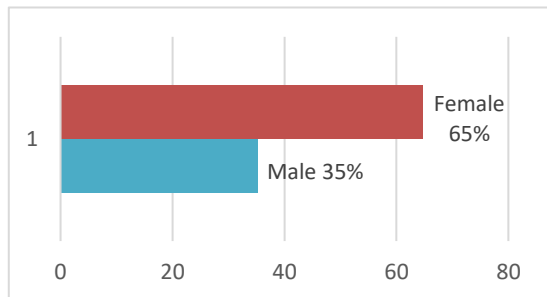
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



Note: The data set out in this report has been calculated using the standard methodologies referenced in the [Guidance](#) document published by the Government Equalities Office to comply with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This includes calculating an hourly rate for all staff paid on the “snapshot” date (31 March 2021) using ordinary pay.

Review

As the Trust has only recently met the criteria for reporting purposes this is only the second Gender Pay Gap report that has been produced. Data from the first report was used to establish the Trust's baseline position which has then allowed for comparisons to be made to inform trend analysis as the Trust grows and takes on more Schools. Information obtained from this exercise will also be used to inform actions to be implemented over the forthcoming year.

Key points:

Gender Pay Gap

- *Mean - 21.94% (on average men are paid 22 pence per hour more than women).*
- *Median – 41.36% (on average men are paid 41 pence per hour more than women).*
- *Quartile data: Given the gender split within the workforce it is not surprising to note that all of the quartiles are occupied by a higher percentage of females. However, when comparing the % set out above with the gender split across the workforce (75% female, 25% male) some notable differences do emerge which is consistent with previous data. In particular the lower and lower middle quartiles have a proportionately higher number of women than men, whereby the upper middle and upper quartiles are populated by a proportionately higher number of men e.g. Q3 and Q4, 37 and 41 men respectively when compared with the gender split across the workforce (29 men per quartile -25%. When compared with last year this shows a worsening trend with a higher % of males (proportionately) occupying the upper middle and upper pay quartiles.*

Following completion of the review it is noted that the Gender Pay Gap for the Trust is 21.94% on the “snapshot” date for 2021 which means that on average men are paid 22 pence per hour more than women. The median difference is 41.36% which means that men are paid 41 pence per hour more than women.

Given the gender split within the workforce it is not surprising to note that all of the quartiles are occupied by a higher percentage of females. However, when comparing the % set out above with the gender split across the workforce (75% female, 25% male) some notable differences do emerge. In particular the lower and lower middle quartiles have a proportionately higher number of women than men, whereby the upper middle and upper quartiles are populated by a proportionately higher number of men e.g. Q3 and Q4, 24 and 25 men respectively compared with 29 (.5) men (25%) which represents the gender split across the workforce.

The Trust is committed to the principle of equal opportunities and equal treatment for all employees and as an employer we support men and women to develop to the best of their potential.

The Equality Act 2010 requires that men and women must receive equal pay for the same or broadly similar work or work of equal value. In line with this we have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex, or any other characteristic. We do this through the use of a job evaluation scheme which robustly evaluates job roles and pay grades to ensure a fair and transparent pay structure.

The Trust is therefore confident that the 21.94% Gender Pay Gap does not stem from paying men and women differently for the same, broadly similar or equivalent work / work of equal value; it is as a result of the type of roles in which men and women work within the Trust and the salaries that these roles, having been evaluated, attract.

The Equality Act 2010 requires that men and women must receive equal pay for the same or broadly similar work or work of equal value. In line with this we have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex, or any other characteristic. We do this through the use of a job evaluation scheme which robustly evaluates job roles and pay grades to ensure a fair and transparent pay structure.

The Trust is therefore confident that the Gender Pay Gap, set out above, does not stem from paying men and women differently for the same, broadly similar or equivalent work / work of equal value. It is as a result of the type of roles in which men and women work within the Trust and the salaries that these roles, having been evaluated, attract.

However, that said it is evident that there is further work to do in relation to introducing measures/initiatives to close the gender gap wherever possible and as a result the Trust intend to include a strand within the People Plan to address this.

Matthew Parris
Chief Executive Officer

<https://www.gov.uk/government/news/uk-gender-pay-gap>
<https://www.gov.uk/government/news/view-gender-pay-gap-information>

Gender Pay Gap Results

The **gender pay gap** is based on the difference between the average hourly pay received by men and women across the Trust. Two measures are reported for this purpose: the **mean** (average) and the **median** gender pay gap using hourly rates.

MEAN (average) – The mean hourly rate of pay is calculated by adding up the individual hourly rates for male full-pay relevant employees and then dividing by the number of males in that category (A). The same methodology is also used for females (B) before calculating as follows:

$$\frac{(A - B)}{A} \times 100$$

MEDIAN - The median is calculated by sorting hourly rates by gender from highest to lowest and then identifying the value that appears at the midpoint of the scale. In circumstances where there is an even number of employees and therefore no single value at the median point an average has been taken by using the two values either side of the median point. The same calculation as set out above is then used to calculate the difference in median pay between male and female full-pay relevant employees.

Figures derived from these calculations are included below (refer to Appendix A)

31 st March 2021			
Hourly Rate	Men	Women	% Difference
Mean	£22.52	£17.58	21.94%
Median	£22.97	£13.47	41.36%

Our Quartile Pay

The quartile data shows the Trust's workforce divided into four equal sized groups based on calculated hourly rates of pay. Each quartile is made up of 25% of the workforce. The lower quartile includes employees in receipt of the lowest pay. The upper quartile represents those in receipt of the highest pay. Our pay quartiles by gender are listed below:

31 st March 2021					
QUARTILE	Men	Women	Number of Men	Number of Women	Total
	12.07%	87.93%	14	102	116

Lower Quartile					
Lower Middle Quartile	22.41%	77.59%	26	90	116
Upper Middle Quartile	31.90%	68.10%	37	79	116
Upper Quartile	35.34%	64.66%	41	75	116