

GENDER PAY GAP REPORT 2018

1. Introduction

Equals Trust is an employer required by law to carry our Gender Pay Gap Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying our six calculations that show the difference between the average earnings of men and women in our Trust; it does not involve publishing individual employee data.

We can use these results to assess:

- The levels of gender equality in our workplace
- The balance of male and female employees at different levels of our organisation
- How effectively talent is being maximised and rewarded.

The challenge in our organisation and across the country is to eliminate any gender pay gap. Gender Pay Gap Reporting requires our organisation to make calculations based on employee gender. We have established this by using our existing HR and payroll records on the snapshot date of 31st March 2018.

The gender pay gap shows the difference in average pay between all men and women in the workforce. If a workforce has a particularly high gender pay gap, this can indicate there may be a number of issues to deal with, and the individual calculations may help identify what those issues are.

The gender pay gap is different from equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

This reports includes figures from all schools within Equals Trust as of the 31st March 2018 and all data included in this report has been calculated according to the requirements of The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

2. Gender Pay Gap Analysis

Equals Trust is committed to fairness. In particular, promoting equality of opportunity for all and a culture, which values differences. As an employer, we want to ensure our workforce is representative of the community it serves and attract and retain talented employees from a wide range of backgrounds and with diverse skills and experience.

Equals Trust uses pay scales for all Teachers which are aligned to the School Teachers Pay and Conditions Document, which is reviewed on an annual basis. For most non-teaching staff Equals Trust uses scales set by the National Joint Council for Local Government Services. Equals Trust do not make bonus payments to staff.

Equals Trust employs a diverse workforce across a variety of roles. 87% of our workforce are female, 13% are male. This calculation uses the gender identification recorded on employment records with Equals Trust.

Using pay data from all 532 staff employed by Equals Trust on 31st March 2018 (the snapshot date) the following calculations were made:

	Mean Pay Gap	Median Pay Gap	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Equals Trust	0.89% lower for women	19.01% lower for men	18% M 82% F	11% M 89% F	9% M 91% F	14% M 86% F

The mean pay gap of 0.89% is a result of women occupying the majority of roles associated with lower pay grades across Equals Trust. This analysis is supported by the quartile results which indicate that Equals Trust has a higher proportion of women in the lower, lower middle, upper middle and upper quartiles.

It should be noted however that the mean pay gap in women’s earnings significantly decreased from the 2017 snapshot date as women move through the pay scales. The median pay gap in 2017 showed as 0.08% lower for men. This gap has widened in the 2018 report (to 19.01%) but can be explained in that there has been recruitment of a number of apprentices (of which the majority are male) on national apprenticeship terms and conditions.

A key element of the vision and values of Equals Trust is transparency and, as such, further analysis has been completed to assess the gender pay gap across leadership, teachers and non-teaching staff:

	Mean Pay Gap	Median Pay Gap	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Leadership	11.91% lower for women	13.69% lower for women	17% M 83% F	17% M 83% F	33% M 67% F	67% M 33% F
Teachers	10.03% lower for men	6.59% lower for men	15% M 85% F	12% M 88% F	12% M 88% F	4% M 96% F
Support	17.12% lower for men	12.81% lower for men	27% M 73% F	7% M 93% F	11% M 89% F	7% M 93% F

Equals Trust has a majority of women in lower pay grades and there is a majority of men in leadership pay grades. However, although the current cohort of Head Teachers is predominantly male, 67% of Equals Trust’s up and coming leaders are female.

3. Closing The Gender Pay Gap Together

Research (from the office of national statistics – April 2018) suggests that women working in the UK earn, on average, 18.4% less than men, however this research does not imply that pay is unequal. The gender pay gap is the percentage difference in average pay between men and women.

Analysis shows that the mean gender pay gap in Equals Trust is caused by a larger number of men occupying senior roles which have higher pay scales. The rest of the data shows that, within teaching and support staff, the median gender pay gap is actually higher for men although this is explainable in that this year apprenticeship posts with national apprenticeship pay and conditions are currently occupied by male staff.

Equals Trust is committed to being an excellent employer with teaching and learning remaining at the centre of all that we do. As such, the Trust will collaborate with staff and other stakeholders to close the gender pay gap.

Actions will include:

- Ensuring HR practices are appropriate, robust and standardised across Equals Trust
- Enhancing the professional development of teaching and support staff
- Ensure pay and reward structures are underpinned by job evaluations, benchmarking and appropriate performance appraisal methods
- Regular gender and equal pay assessments, restricting discretion by individual Local Governing Bodies where necessary
- Regular staff surveys to identify barriers to progression within the workplace
- The use of gender neutral language in job advertisements
- The use of a variety of channels to attract new talent
- Examining and removing barriers to flexible working across our organisation
- Ensure senior leaders and line managers are acting as role models and implementing HR practices in a consistent and appropriate manner
- Supporting team members with caring responsibilities where appropriate

4. Supporting Statement

I can confirm that the above information has been prepared using accurate payroll data on the snapshot date and fairly presents the Gender Pay Gap information for Equals Trust.

A handwritten signature in black ink, appearing to read 'Phillip Palmer', is written over a horizontal line.

Signed: _____

Phillip Palmer
CEO
Equals Trust

27th March 2018