

GENDER PAY GAP REPORT 2019

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 pay gap between men and women. Gender Pay Gap Reporting requires the Trust to make the six calculations based on the sex of our employees. We have established this by using our existing HR and payroll records on the snapshot date of 5th April 2019.

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 report includes figures from all schools within Equals Trust as at the 31st March 2019 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 to attract and retain talented people 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 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** and therefore those calculations have not been carried out.

Equals Trust employs its workforce across a variety of roles. **88% of our workforce is female, 12% is male.** This calculation is made using the sex recorded on employment records with Equals Trust.

Using pay data from all **476 staff** employed by Equals Trust on 5th April 2019 (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	-10.55% lower for men	0% equal	13% M 87% F	11% M 89% F	8% M 92% F	15% M 85% F

Mean averages are useful because they place the same value on every number they use, giving a good overall indication of the gender pay gap.

EQT's mean pay gap of -10.55% lower for men is a result of women occupying the vast majority of roles 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 men's earnings significantly increased from the 2018 snapshot date as women move through the pay scales and many of the men in senior positions have already reached the top of their pay scales.

Median averages are useful to indicate what the typical situation is i.e. pay in the middle of the organisation and not distorted by large or smaller pay rates or bonuses.

EQT's median pay gap in 2018 showed as **19.01% lower** for men whereas in 2019 there is a **0% figure**. This gap has therefore lessened to the ideal figure. It is likely that EQT's zero percentage is because we have a lot of employees concentrated in the same pay grades. The figures were also likely impacted by the (male) finance

manager leaving and the recruitment of the (female) HR Manager. In the middle of the pays scales, men in EQT are mostly at the top of their pay grades and women are now reaching the top of the same grades.

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	-19.52% lower for men	-25.44% lower for men	0% M 100% F	33% M 67% F	17% M 83% F	57% M 43% F
Teachers	-13.71% lower for men	-4.78% lower for men	18% M 82% F	13% M 87% F	7% M 93% F	13% M 88% F
Non-Teaching	10.15% lower for women	6.11% lower for women	14% M 86% F	9% M 91% F	14% M 86% F	6% M 94% F

Equals Trust has a majority of women in all pay grades; higher and lower although it is notable that there is a majority of men in the upper quartile of the leadership pay grade.

According to the British Educational Suppliers Association (BESA) in UK primary schools' women make up 82.4% of the workforce. 88% of EQT staff are female. This large majority of female staff impacts on our gender pay gap figures.

According to the Office of National Statistics. the UK gender pay gap in 2018 stood at 8.9%.lower for women. Equals Trust's gender pay gap is -10.55% lower for men.

Non-teaching figures compared to last year have turned around from being lower for men to lower for women. This is explained because 11 out of 40 non-teaching males have left in the year preceding this report which has affected the data meaning fewer male employees and an even bigger pool of female employees in the non-teaching group.

In teaching leadership, the gap compared to last year is now lower for men. This can be explained by female leaders (of which there are more) moving up the pay scale and most male leaders already being at the top of the scale.

3. Closing The Gender Pay Gap Together

Research (from the Office of National Statistics – April 2019) suggests that women working in the UK earn, on average, 17.3% 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 negative mean gender pay gap in Equals Trust is caused by a having a large majority of female employees however it is noted that in senior leadership positions there is a majority of men. The majority of up and coming middle leaders are, however, female.

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 appraisal 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.

Signed: _____

Philip Palmer
CEO
Equals Trust

31st March 2020