

### Information about our Gender Pay Gap

The gender pay gap is a high-level snapshot of pay within an organisation and shows the difference in the average pay between all men and women in a workforce. In 2018 it became mandatory for organisations with more than 250 employees to publicise their gender pay gap.

A large gender pay gap may indicate to an organisation that action needs to be taken to address equality in the workplace, however it should not be confused with 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. A gender pay gap does not necessarily equate to the existence of an equal pay problem and in our Trust, staff are paid according to the specified rate for their job role and the salary range for a non-teaching role is based on a system of job evaluation. Teaching staff continue to be paid according to the School Teaching Pay and Conditions Document.

### The Data

Measure	March 2017 percentage	March 2018 percentage	March 2019 percentage*
Mean gender pay gap	22.13	19.34	18.80
Median gender pay gap	20.14	22.26	22.66

\*please note that this figure doesn't have to be reported until March 31<sup>st</sup> 2020.

The national average mean gender pay gap for 2018 is reported by the ONS as 17.9%

Quartile	2018		2019	
	% men	% women	% men	% women
1 <sup>st</sup> (lowest) quartile	7.98	92.02	14.81	85.19
2 <sup>nd</sup> quartile	7.41	92.59	2.35	97.65
3 <sup>rd</sup> quartile	13.23	86.77	6.69	93.31
4 <sup>th</sup> (upper) quartile	22.75	77.25	20.07	79.93

## **Comments**

- Figures are based on a significantly larger number of total staff now, compared to March 2017 (424 cf 1192). Most of our staff are inherited, as schools have transferred into the Trust, i.e. we have no say over their gender.
- 1061 postholders are female compared to 133 male, making it 89% female.
- The data for calculation is more accurate in March 2019 than in previous years, thanks to a single, internally managed HR/ payroll system.
- The mean gender pay gap is lower than the education sector average, which was 20.1%.
- The proportion of women in the top two quartiles has increased over the past year.
- From September 2018 to May 2019 the Trust received 61 applications for employment from men compared to 438 applications from women, this equates to 12% of applications being from men, which is proportionate to the percentage of men employed in the Trust (a small number of applicants did not declare their gender).
- The Trust's mean gender pay gap was lower than almost all of the other comparable large academy trusts in the Yorkshire and Humber region.
- The Trust's gender bonus gap is 0% for all years, as no bonuses are paid.

## **Conclusion**

The reason for the positive gender pay gap in our Trust would appear to be because the part time hours and term time working arrangements continue to appeal more to female applicants than to male applicants. This is consistent with organisations across the UK (and beyond – see OECD figures), but is still frustrating as a gender balance in all roles across our schools would be welcomed for our children.

In the Trust, the lower paid, part time roles such as lunchtime supervisors, cleaners and teaching assistants continue to be filled almost entirely by women, rather than by their male counterparts. Caretaking roles are usually, but not exclusively, filled by men. At a more senior level, men and women are represented more equally.

The Trust will continue to promote all roles to both men and women, including selling more junior roles as suitable opportunities for men, rolling them up together where possible to provide full time hours.