Staploe Education Trust

Gender Pay Gap Report

2019/20

Gender Pay Gap Report

REPORTING PERIOD: 2019/20

Introduction

Staploe Education Trust is required to report on the Trusts Gender Pay Gap. Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations each year showing how large the pay gap is between male and female employees.

Pay Gap Data

All data was collected on the 31st March 2019.

The difference in mean and median hourly rate of pay

Reporting Data	Male	Female	Total	Gender Pay Gap (%)
Total employees	54	265	319	n/a
Mean hourly rate	£21.50	£16.03	n/a	25.4%
Median hourly rate	£21.21	£12.11	n/a	42.9%

There were no bonus payments paid during the reporting period.

The proportion of male and female employees in each of the four quartiles of the pay range

Quartile	Employees per quartile	Number of female employees	Number of male employees	% Female employees	% Male employees
Lower	80	70	10	87%	13%
Lower middle	80	77	3	96%	4%
Upper middle	80	66	14	82%	18%
Upper	79	52	27	66%	34%
Total	319	265	54	83%	17%

The Gender Pay Gap data is a high level indicator of male and female earnings across the trust; which is affected by the distribution and composition of our workforce and as such the data reflects this spread rather than pay inequalities.

It is common within the education sector to find a higher proportion of female employees, as they are often attracted to support staff roles; which includes facilities, midday supervision, student support and administration. Typically, these are lower paid roles than teaching and leadership posts. Such roles are very often offered as part time and term time appointments that suit the work life balance of many families that live within our trust community.

It is though important to note that both our teaching and support roles are aligned to nationally agreed pay scales; which ensures that any employee, male or female are paid the same level of pay for the same role.

When analysing the data across our trust executive and senior leadership team, there is a 60% presence of females being appointed to these roles giving clear indication to our workforce that working at a senior level is both promoted and achievable.

Addressing our gender pay gap

Staploe Education Trust is committed to the promotion of equality of opportunity and choice for our employees and supports the fair treatment of all our staff irrespective of gender. This can be evidenced through our transparent recruitment process, pay policy and professional development.

Whilst our gender pay data reflects a similar pattern that can be identified within the education sector, as a trust we recognise that we must not be complacent ensuring we are not discriminating on the basis of gender.

Staploe Education Trust is committed to ensuring the following actions are taken as a matter of course;

- Continue to ensure that all job roles are evaluated in line with national pay scales.
  For teachers this would be the School teachers` Pay and Conditions document; which is reviewed annually and for non-teaching support staff this would be the pay scales set by the National Joint Council for Local Government Services (NJC).
- Continue to advertise each vacancy with no gender bias and welcome applications from across all sectors of the population;
- Continue to advertise posts that detail the salary ranges to promote open dialogue and salary negotiation during the interview and selection process.
- Continue to ensure that the interview and selection process include a number of different tasks; which will contribute to a candidates overall performance and suitability for the role.
- Continue to ensure that the interview process is structured and that each candidate has the same experience by using the same questions and tasks.
- Continue to identify successful candidates on the basis of having the appropriate experience and skill set for a role not gender;
- Continue to ensure that our teaching employees move through the pay scales for their grade based on a thorough and robust performance management process, which means earnings are based on performance outcomes irrespective of gender;
- Continue to provide role models and mentors to support colleagues in their career progression;
- Continue to offer flexible working opportunities for all employees;
- Continue to support male and female employees with maternity and shared maternity leave;
- Continue to inform senior leaders of our gender pay gap data and encourage dialogue with line managers to challenge unconscious bias; which may impact employees within our trust.

Supporting statement

I confirm that the information published here is accurate, as at the snapshot date of 31 March 2019 and that the figures have been reached using mechanisms that are set out in the gender pay gap reporting legislation.

Signature: ..... *Date:* 31/3/20

Status/Position: Executive Headteacher and Trustee