

The Education Alliance Gender Pay Gap Report March 2020

Snapshot date: 31 March 2019

Difference in mean and median hourly rate of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference male to female	25%	40%

Difference in mean and median bonus pay

	Difference in the mean bonus pay	Difference in the median bonus pay
Pay gap. % difference male to female	N/A	N/A

Proportion of male and female employees who were paid bonus pay

	Proportion receiving a bonus
Male employees (% paid a bonus compared to all male employees)	0%
Female employees (% paid a bonus compared to all female employees)	0%

Proportion of male and female employees according to quartile pay bands

	Quartile 1. Lower	Quartile 2. Lower middle	Quartile 3. Upper middle	Quartile 4. Upper
Male (% males to all employees in each quartile)	11%	19%	39%	37.5%
Female (% females to all employees in each quartile)	89%	81%	61%	62.5%

Supporting statement

I confirm that the information published here is accurate.



Signature:

Date: 10 February 2020

Status/position: Director of HR and Governance

Optional supporting narrative

The majority of our workforce is female, and as a multi academy trust, we are aware that we have a diverse range of roles and salary scales, some of which have very high proportions of female post holders. The majority of our non-teaching staff are female, and their salaries are significantly less than teaching salaries.

We have experienced a decrease in males employed in the lower quartiles, and an increase in males employed in the upper quartiles this year, and we are investigating this further. This has impacted on our overall gender pay gap this year. While there is a noticeable difference in the mean and median percentage differences, the mean is influenced by outliers in the hourly rates, and while the median pinpoints the central value, it does not acknowledge the larger salary earners, a large proportion of whom are female.

Non-teaching roles with a high proportion of female post holders include departments such as cleaners, catering staff, administrative staff and teaching assistants. Whilst there are some male dominated non-teaching roles, the teams are relatively small, such as caretakers and IT. There are also key differences in the national terms and conditions for teaching and non-teaching staff. The term-time formula means that most non-teaching staff are paid a reduced salary throughout the year. This affects the gender pay gap as the majority of term time staff are female.

The trust employs more women than men in all quartiles, including a high proportion of senior leadership posts being held by women across the trust, however, the proportions of females employed in the lower quartiles is significantly higher than the percentage of females in the upper quartiles. When comparing this year's gender pay gap data to previous years, the percentage of males employed in the lower quartile has remained fairly static (10.5% in 2017 and 2018, and 11% in 2019). The lower middle quartile had 26.1% males in 2017, 31% in 2018 and only 19% in 2019, increasing the proportion of female employees in the lower middle quartile from 73.9% in 2017 to 81% in 2019.

The overall gender pay gap is skewed by the high proportion of females in non-teaching roles. If we split teaching staff and non-teaching staff, there is an 11.3% mean pay gap and a 7.3% median pay gap for non-teaching staff. For teaching staff, there is a 6.1% mean pay gap and 0% median pay gap. It is difficult to compare our data against nationally published school data, as some schools outsource functions such as catering and cleaning.

Our policies and procedures are fair and robust, with systems that are equality impact assessed. We appoint based on performance and best fit to the role, and consider applications without gender bias.

The trust employs a high proportion of females in senior roles (62.5% of the upper quartile). We recognise that the female CEO retired and was replaced by a male CEO, and the Executive Principal is male, therefore the two highest earners in the organisation are both male currently. Since March 2019 we have transferred another two schools into the trust. The trust senior leadership team currently has 16 female leaders in comparison to 8 male leaders, including two female Headteachers and six female Trust Directors. We are therefore confident that female employees do not experience a glass ceiling in this organisation.

We recruit based on merit, and we have reviewed policies and procedures this year to enable staff to balance their work and home lives effectively. This has included encouraging part-time leadership roles, and publicising our supportive policies and procedures, in line with the workload charter and the ethical leadership framework. The results of this work may not affect the data until next year, as the next gender pay gap report considers information based on March each year.