



Gender Pay Gap Report -2020

Trust Ed Schools' Partnership is a Mixed Multi-Academy Trust comprising of six schools Church and non-Church schools, based in South Shropshire serving the communities of Bridgnorth, Craven Arms and Church Stretton.

This is the first report produced under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, which requires organisations with 250 or more employees to measure and report on the gender pay gap, on an annual basis. This involves carrying out six calculations that show the difference between the average earnings of men & women in our organisation but does not involve publishing individual colleagues' data.

We are required to publish the results on our own website and to a government website <https://gender-pay-gap.service.gov.uk/> where the results from other organisations can also be viewed.

Gender pay reporting requires us to make calculations based on colleague gender, and their pay during March 2020. We have done this by using our existing payroll records and following the approach to reporting set out in government guidance. We can use these results to assess the levels of gender equality in the Trust, in relation to pay, and the balance of male and female employees at different levels. The Trust does not pay bonuses and therefore is not required to report on this element.

We believe that men and women are paid equally for doing equivalent jobs across the Trust. The majority of our posts, both in education and support services, are linked to nationally agreed pay spines. This significantly reduces the chances of discrepancy between male and female pay with bands for the same role. The Trust does recognise the risk of gender bias even within national pay structures, but our robust job evaluation process is designed to protect against such inequalities. We use pay scales based on the School Teachers Pay & Conditions Document for teachers and school leaders. For support staff, each Trust school currently follows the job evaluation / grading structure adopted from our local authority and use pay scales set by the NJC.

On the snapshot date (31 March 2020) there were 346 full-pay relevant employees, of which 24% were men and 76% were women.

Mean and Median Gender Pay Gap

Mean Gender Pay Gap

	Number of Posts	Average Hourly Rate
Male	84	£23.78
Female	262	£17.25

The mean gender pay gap = 27.46%

Median Gender Pay Gap

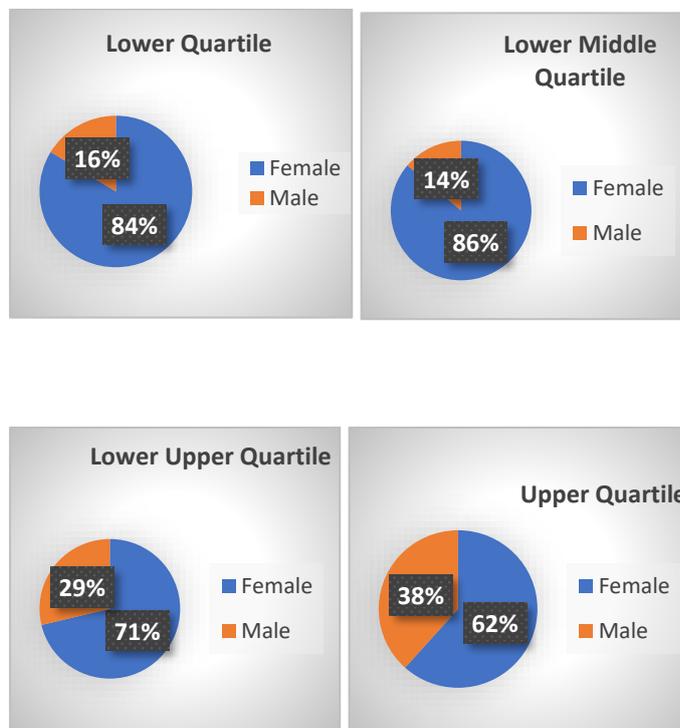
	Number of Posts	Average Hourly Rate
Male	84	£24.78
Female	262	£10.97

The median pay gap is 55.73%

Note: Whilst the Gender Pay Gap does appear high, this does not represent the trust paying men higher than women for performing the same role but instead reflects the makeup of our workforce and the fact that the majority of our Trust are women in support staff type roles.

Quartile Pay Band Gender Information

Quartile	Male No.	Male %	Female No.	Female %	Total No.
Lower 1	14	16.28%	72	83.72%	86
Lower Middle	12	13.79%	75	86.21%	87
Upper Middle	25	28.74%	62	71.36%	87
Upper Quartile	33	38.37%	53	61.63%	86



Who received bonus pay?

0% of women

0% of men

Difference in Bonus Pay

No bonuses were paid, so there is no difference in bonus pay.

Narrative

Whilst the Gender Pay Gap appears high it is important to note that the make-up of the workforce across the Trust has a significant impact on the Gender Pay Gap. Given that the majority of part time roles are in the more lower paid support staff roles this contributes to Gap. When looking at the Gender Pay Gap between Teacher roles and Support staff this can go some way to explaining how such a large Gap exists overall.

The profile shows that the majority of staff across the trust are women. In addition, 59% of staff are part time and of those part time staff 90% are women.

In terms of Support Staff 83% are women and when looking at the Gender Pay Gap for support staff only the Gap is only 4.19% for the mean average and is 0% for the median average.

In terms of Teaching staff 63% are women and the Gender Pay Gap falls to just 4.67% for the mean average and 6.45% for the median average.

In education, the terms and conditions of employment, particularly support staff, for many roles tend to be family friendly and attract female applicants for roles such as Lunch-time Supervisor, Cleaner, Administrator and Teaching Assistant, which are lower paid. There is a need to ensure that there is no ongoing increase in gap for support staff in the next review period. It is also common for the public sector and education to have a predominance of female employees in the workforce. Primary schools tend to be more female dominated and four of the schools within the Trust have primary provision.

It is important to note that The Gender Pay Gap for the Trust does not represent a position of the Trust paying Men more than Women for doing the same job but instead is a reflection of the make-up of the workforce and the differences in the roles between women and men.

Actions

The main areas the Trust, therefore, needs to address are:

- Encourage more male applicants within the primary provision, to address the balance, through ensuring advertising and recruitment procedures are not gender biased
- Review of recruitment equalities data, with particular focus on gender and ethnicity
- Identify a talent pool of male staff/encourage more male applicants to senior leadership posts, to address the balance
- Continuing to improve and expand our CPD offer to support internal progression
- Review the gap within support and teaching to ensure it does not grow.
- Undertake a comparison exercise with other local multi academy trusts to identify any pay inequalities across the Trust As this is the first report for the Trust there is no comparison to be made with previous years. The Trust will continue to monitor trends and address areas when required.

Data compiled by Jes Blower, Human Resources Officer.

Report written by Karen Cook, Director of Finance and Business.