

GENDER PAY GAP REPORT – Snapshot as at 31 March 2020

1. INTRODUCTION

- 1.1 This report contains the Reach South Multi-Academy Trust's standard disclosure of the gender pay gap for the multi-academy trust.
- 1.2 All companies with 250 or more employees are now required to publish their gender pay gap under new legislation that came into force in April 2017.
- 1.3 Employers have to publish the gap in pay between men and women on both a median basis (pay per hour based on the person 'in the middle' of the distribution of pay) and a mean basis (average hourly salary).
- 1.4 In addition, employers are required to disclose the distribution of gender by pay quartile – in other words splitting the workforce into four groups based on their pay, and showing the proportion of men and women in each group. Employers are also required to disclose percentages of staff receiving bonuses by gender and the gender gap on bonuses.
- 1.5 Reach South welcomes and supports gender pay gap reporting, albeit not immune to broader societal issues affecting women in the workforce.
- 1.6 This report provides both the statutory disclosures required, as well as further context around gender pay at the Trust.

2. CONTEXT

- 2.1 The gender pay gap is the difference between the hourly rate of pay of male employees and female employees (as set out in the regulations), expressed as a percentage of the hourly pay rate of the male employees. The gender pay gap is reported on both a mean (average) and median (mid-point on a distribution) basis.
- 2.2 The gender pay gap fell from 2018 to 2019, to stand at 7.4% (mean) among full-time employees (ONS, April 2020). The gap among all employees is higher at 17.4% (mean), driven by more women working in part-time jobs. Nationally, one of the main reasons for the gender pay gap is more men are likely to hold senior positions. This is not the case with the Trust which has a higher proportion of women in the upper quartile of pay and has an overall high percentage of women employed in the Trust.
- 2.3 Differentials in gender pay across the workforce are not the same as ensuring equal pay. UK law has, since the 1970s, prohibited paying different amounts to men and women who are doing 'like work', 'work of equal value' or 'work rated as equivalent' unless there is a 'genuine material factor', for the difference.
- 2.4 The Trust are confident that the gender pay gap does not stem from paying men and women differently for the same equivalent work.

3. GENDER AT REACH SOUTH MULTI ACADEMY TRUST (SNAPSHOT AT 31 MARCH 2020)

- 3.1 Overall the Trust has an 81% female and 19% male workforce. This is male employees and female employees. This is an increase in the male workforce of 7% and is based on Millbay Academy joining the Trust on 1 March 2018, who employ a higher proportion of male staff.
- 3.2 The overall average gender pay gap as at 31 March 2020 is 25.10% in favour of men, compared to the UK mean, which is reported by the Office of National Statistics as 17.4% for data submitted in April 2020. The national average pay gap in Education of which 471 Academy Trusts reported on 31 March 2018, was reported as 31.7% in favour of men. The Trust's average gender pay gap is lower than the national average for Academy Trusts based on available data for 2018 and is showing a year on year decrease.
- 3.3 The fact that there are more women in teaching and support roles (lower paid quartiles) is the major driver of the overall pay gap. Our analysis shows that almost all the pay differential is driven by this factor. Such structural demographics are recognised by the UK government as being the single most significant factor in the overall gender pay gap.

5. STATUTORY DISCLOSURES

- 5.1 The tables below show the overall median and mean gender pay gap and other data required by statute, based on the hourly rates of pay to those employed on the snapshot day of 31 March 2020.

Difference in mean and median hourly rate of pay for all employee

	Difference in the mean hourly pay	Difference in the median hourly pay
Reach South pay gap. % difference male to female	25.1%	37.12%
2020 National pay gap % difference male to female	7.3% (Gov data)	15.5% (ONS Data)

This is an improvement in both the mean and median gender pay gap rates in the previous recording period (31 March 2019). The median pay gap is high as a significant number of women work in schools in part time capacity in lower paid roles, such as cleaning, mealtime assistants, breakfast club assistants etc. It is also because a number of these roles are part-time and women fill more part-time jobs, which have lower hourly median pay than full-time jobs than men.

- 5.2 No bonuses were paid to employees for the reporting period.

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
Males (% males to all employees in each quartile)	8	10	29	28
Female (% females to all employees in	92	90	71	72

each quartile)				
Average pay gap – difference in pay (female to male)	1.98%	-0.10%	5.12%	11.34%

5.3 As can be seen from the above, the higher the quartile the greater the average pay gap in favour of men, with 11.34% average pay gap in favour of men in the upper quartile. It is important to note that this is a reduction of 6.36% on the previous years reporting, and there are improvements each year.

5.4 It is interesting to note that the second quartile is showing a small gender pay gap in favour of women. The majority of staff in these roles are Teaching Assistants, Caretakers and Administrators and these are mainly full time roles worked term time or all year round.

5.4 In all quartiles the Trust has a higher proportion of women. This illustrates that the overall pay gap is a result of a higher number of women in lower paid, part-time roles.

6. HOW DOES OUR PAY GAP COMPARE TO OTHERS?

6.1 Our mean average gender pay gap is 25.1% in favour of men. The national average gender pay gap is 5.5% and the national average gender pay gap across MATs is 31.7% (March 2018). Our gender pay gap is significantly higher than the national average and lower than that of the average for Academy Trusts. It is important to note that this report compares data for other Academy Trusts from March 2018 therefore if there is a trend towards the gap widening in the Academy Trust context then this is not a true comparison. Due to the Covid-19 pandemic not all Multi Academy Trusts reported their data.

7. MANAGEMENT RESPONSE

7.1 The Trust has considered its data on gender and pay rates, noting that the reasons for pay differentials are almost entirely due to types of occupation, make-up of the workforce with more women in lower paid and part-time roles.

7.2 The data demonstrates that women have equal opportunity to men in securing senior roles within the Trust at the highest level. However, the Trust also recognise that there are significantly higher proportions of women working in support roles (within the lower quartiles). This may be as a consequence of eg. having and caring for children which can change what is wanted from a job – (nb. see data from the Office from National Statistics, which confirms this as an issue).

7.3 The Trust seeks to maximise opportunities for all employees, regardless of gender, through inclusive flexible working approaches, recruitment processes and training and development opportunities which apply at all organisational levels.

7.4 The Trust recognises that further work is required to address the differentiation in the highest quartile, as it shows there is still a sizeable pay gap between men and women of 11.34%.

7.5 Whilst understanding that these issues face all companies and the education sector in particular, the Trust recognises its responsibilities to address the gender pay gap. The Trust will continue to:

- Develop a set of data and management information: that is regularly updated to monitor different aspects of the Gender Pay Gap including talent management,

recruitment and review of starting salaries;

- Widen the use of skill based assessment in all recruitment activities;
- Promote flexible working opportunities;
- Introduce and promote equality network groups, such as Women's Network;
- Ensure all members of recruitment panels have undertaken Equality and Diversity training;
- Review controls on starting pay: maintaining central controls on starting pay, particularly at more senior grades to ensure that all men and women start on the pay band minimum unless a higher salary is authorised centrally in recognition of labour market premiums;
- Encourage male employees to apply for support roles, and ensure they are not discouraged in their applications;
- Ensure all job roles are advertised to eliminate any potential for gender bias and to provide opportunities for female employees to progress through the grades as well as increase diversity within the workforce;
- Review and implement an executive pay strategy during 2020/2021 in line with the new Executive structure.

References:

Office for National Statistics - Gender Pay Gap in the UK:2018

<https://www.ons.gov.uk/search?q=gender+pay+gap+reporting>

ACAS: Gender Pay Gap Reporting

<http://www.acas.org.uk/index.aspx?articleid=5768>