

## **GENDER PAY GAP REPORT**

### **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 2017 to 2018, to stand at 8.6% (median) and 13.7% (mean) among full-time employees. The gap among all employees is higher (17.9% (median) and 17.1% (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 slightly higher proportion of women in the upper quartile of pay.
- 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 2018)

- 3.1 Overall the Trust has an 88% female and 12% male workforce. This is 91 male employees and 670 female employees.
- 3.2 The overall median gender pay gap as at 31 March 2018 is 18.42% in favour of men, compared to the UK median, which is reported by the Office of National Statistics as 17.1% for data submitted on in March/April 2018. The national median 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 median gender pay gap is slightly higher than the national gender pay gap but it is significantly less than other MATs reporting on average at 31.7%.
- 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 2018.

#### 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	29.38%	18.42%
2018 National pay gap % difference male to female	17.1%	17.9%

- 5.2 No bonus 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)	5	5	16	22
Female (% females to all employees in each quartile)	95	95	84	78
Average pay gap – difference in pay (female to male)	0%	0.47%	4.7%	12.51%

- 5.3 As can be seen from the above, the higher the quartile the greater the average pay gap in favour of men, with 12.51% average pay gap in favour of men in the upper quartile. This illustrates that the overall pay gap in the upper quartile is a result of men being paid

higher salaries than women. As there is only one Chief Executive Officer employed, if this information is removed the average pay gap in the upper quartile does reduce to 7.68% in favour of men.

5.4 In the quartiles the Trust has a higher proportion of women in the lower, lower middle and upper middle quartiles. This illustrates that the overall pay gap is a result of a higher number of women in lower paid roles.

## **6. HOW DOES OUR PAY GAP COMPARE TO OTHERS?**

6.1 Our gender pay gap is 18.42% in favour of men. The national gender pay gap is 17.1% and the national gender pay gap across MATs is 31.7%. Our gender pay gap is only slightly higher than the national average and significantly lower than national average across MATs.

## **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. The Trust are pleased that there is a minimal gender gap in posts recognised within the highest quartiles, which demonstrates that there is equality in opportunity in progression for both genders in this organisation. 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 for National Statistics, which confirms this as an issue). The Trust seeks to maximise opportunities for all employees, regardless of gender, through inclusive flexible working policy and recruitment processes which apply at all organisational levels. It is pleasing that there are no issues around equal pay, with men and women within each quartile earning within pence of each other. Further, increases to the Living Wage will narrow pay differentials in time.

7.2 Whilst understanding that these issues face all companies and the education sector in particular, the Trust recognises its responsibilities and must not be complacent as this is the first year of reporting. 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;
- Implement controls on starting pay: continuing 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. Higher starting pay for Executives and Headteachers must be authorised by the Chief Executive Officer.
- 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.
- Review and implement an executive pay strategy during 2019/2020.

**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>