

GENDER PAY GAP REPORT – Snapshot as at 31 March 2023

1. INTRODUCTION

- 1.1 This report contains the Reach South Multi-Academy Trust's standard disclosure of the gender pay gap for the Trust.
- 1.2 All companies with 250 or more employees are required to publish their gender pay gap under new legislation that came into force in April 2017.
- 1.3 Employers must 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 The report fulfils Reach South Academy Trusts' reporting requirements, analyses the figures in more detail and sets out what the Trust are doing to reduce the gender pay gap. The reporting period is 1 April 2022 to 31 March 2023.
- 1.7 Building a diverse and inclusive workforce that reflects the communities we serve is one of the Trusts' top people priorities.

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 Nationally, the gender pay gap is declining slowly, having fallen by a quarter among all employees (ONS, 2023) In 2023, the gap decreased to stand at 14.3% (mean), from 14.4% in 2022. (ONS, 2023). This is driven by more women working in part-time jobs. Nationally, one of the main reasons for the gender pay gap remains that more men are likely to hold senior positions. Whilst the most senior positions are held by men, 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.
- 2.5 The Trust remain confident that the gender pay gap does not stem from paying men and women differently for the same equivalent work.

3. GENDER PAY GAP AT REACH SOUTH MULTI ACADEMY TRUST (SNAPSHOT OF 31 MARCH 2023) – Published 31 March 2024

3.1 Overall, the Trust has an 82% female and 18% male workforce which remains fairly static.

3.3 The overall average gender pay gap as of 31 March 2023 is 22.57% in favour of men, compared to the UK mean, which is reported by the Office of National Statistics as 14.3% (ONS, 2023).

3.4 Reach South Academy Trust Mean and Median Gender Pay Gaps

3.4.1 Table 1 below shows 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 2023.

	Difference in the mean hourly pay	Difference in the median hourly pay
Reach South pay gap. % difference male to female	22.57%	20.29%
2023 National pay gap % difference male to female	14.3% (ONS Data 2023)	National data unavailable

Table 1

3.4.2 There is an improvement in both the mean and median gender pay gap rates in the previous recording period, 31 March 2022, (23.6% mean and 24.84% median).

- The median pay gap remains high as a considerable 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.
- The mean pay gap remains high and illustrates that the overall pay gap is a result of a men being in higher paid jobs than women, specifically in the upper quartile.

3.5 No bonuses were paid to employees for the reporting period.

3.6 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)	7.14% (17)	15.13 (36)	26.47 (63)	25.21 (60)
Female (% females to all employees in each quartile)	92.86 (221)	84.87 (202)	73.53 (175)	74.79 (178)
Average pay gap – difference in pay (female to male)	-0.49%	3.12%	-1.26%	18.96%

Table 2

3.7 As can be seen from table 2 above, the highest quartile has the greatest average pay gap, with 18.96% average pay gap in favour of men which is an increase since 2022 from 14.63%. This is a further increase in the last two years with 12.13% reported in 2021. The pay gap is widening in the more senior roles within the Trust which includes middle leadership roles, senior leadership roles and the Executive Team.

- 3.8 It is interesting to note that the first and third quartiles are showing a small gender pay gap in favour of women which shows that amongst the lower quartile women have higher paying jobs than the men and is mainly due to length of service in post. However, in the upper quartile men have higher paid jobs than women.
- 3.9 The difference in pay between the genders is largest among higher earners and despite a significantly high female workforce there remains a gender pay gap in favour of men in the Trust.

4. HOW DOES OUR PAY GAP COMPARE TO OTHERS?

- 4.1 Our mean average gender pay gap is 22.57% in favour of men. The national average gender pay gap is 14.3%. Our gender pay gap is higher than the national average but is slowly declining as can be seen from Table 3 below:

Gender Pay Gap (Man – All Employees) % Annually					
31/03/2018	31/03/2019	31/03/2020	31/03/2021	31/03/2022	31/03/2023
29.4	Not Required	25.1	23.4	23.6	22.57

Table 3

- 4.2 There is currently no published data on the national average pay gap in the academy sector however a report produced by the National Governors Association in collaboration with national Trade Unions identified that on the basis of the workforce census in 2021 men typically earn more than women. The more senior the position, the wider the gulf becomes. On 23 November 2023 NAHT, ASCL, NGA and WomenEd released their [annual analysis](#) of the gender pay gap in education which shows that the pay gap between female and male secondary Headteachers is the largest it has been in 12 years, with women earning £3,908 less on average than their male counterparts.. The gap continues to narrow for primary Headteachers but still stands at £2,181 less for women, on average. This is despite the existence of a national pay framework and would indicate there remains a significant gender pay gap concern in the academy sector.
- 4.3 ONS now reports on job occupation and the following information has been extracted from 2023 data:

Occupational Group	Gender Pay Gap %
All Teaching Professionals	2.1
Headteachers	11.3
Primary Educational Professionals	1
Secondary Educational Professionals	4.3
Teaching Assistants	0.9

Table 4

- 4.4 Table 2 details the gender pay gap for occupational groups these being the main occupational groups in the Trust and are all in favour of men.

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 because of e.g. 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 18.96% taking into account it is increasing.

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 are addressing the gender pay gap through a range of actions including:

- developing a set of data and management information: that is regularly updated to monitor various aspects of the Gender Pay Gap including talent management, recruitment and review of starting salaries.
- ensuring the fairness and equality of recruitment.
- continuing to promote flexible working opportunities, particularly at senior levels and review flexible working policies and practices to ensure opportunities for all on day one of an individual's contract.
- ensuring policies are focused on supporting equality in the workplace.
- building an inclusive culture - ensuring that inclusion and tackling 'disparities' is a central part of everything we do.
- Establishing a mandatory diversity and inclusion objective for all schools and central team to ensure inclusive decision making at all levels. Continuing to develop the capability of our leaders to promote a diverse and inclusive culture through support, empowerment and accountability.
- reviewing 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 grade minimum unless a higher salary is authorised centrally in recognition of labour market premiums, skills, and experience.
- encouraging male employees to apply for support roles, and ensure they are not discouraged in their applications.
- encouraging more female employees to apply for more senior roles within the Trust particularly at Executive Director level reviewing the Trust's approach to promotions.
- encouraging men and women to better share caring responsibilities, including greater promotion of paternal leave, and shared parental leave.



References:

Office for National Statistics - Gender Pay Gap in the UK:2023 [Gender pay gap in the UK - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk/gender-pay-gap)

ACAS: Gender Pay Gap Reporting <http://www.acas.org.uk/index.aspx?articleid=5768>

National Governors Association –Closing the Gender Pay Gap in Education: A Leadership Imperative [Closing-the-gender-pay-gap-in-Education-a-leadership-imperative.pdf \(nga.org.uk\)](https://nga.org.uk/Closing-the-gender-pay-gap-in-Education-a-leadership-imperative.pdf)

National Association for Headteachers (NAHT) [Gender pay gap for secondary heads widest for a decade, warn education organisations, on Equal Pay Day](#)