

GENDER PAY GAP REPORT – Snapshot as at 31 March 2022

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 Nationally, the gender pay gap increased slightly from 2020 to 2021, to stand at 7.9% (mean) among full-time employees (ONS, 2021). The gap among all employees is higher at 15.4% (mean), this is an increase from 14.9% in 2020. This is 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. 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 Statistics show that the ratio of women to men at entry-level to organisations is 60%-40%, yet when moving into more senior roles it changes to 37%-63% female – male and at leadership level moves to 28%-72% female - male. (Institute of Leadership and Management 2021).
- 2.4 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 AT REACH SOUTH MULTI ACADEMY TRUST (SNAPSHOT OF 31 MARCH 2022)**

- 3.1 Overall, the Trust has an 81% female and 19% male workforce which remains fairly static.
- 3.2 The overall average gender pay gap as of 31 March 2022 is 23.63% in favour of men, compared to the UK mean, which is reported by the Office of National Statistics as 15.4% for data submitted in April 2021. There is currently no published data on the national average pay gap in the academy sector however a recent 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.
- 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 2022.

Difference in the average hourly rate of pay for all employees

	Difference in the mean hourly pay	Difference in the median hourly pay
Reach South pay gap. % difference male to female	23.63%	24.84%
2021 National pay gap % difference male to female	15.4% (ONS Data 2021) Not updated until October 2022	National data unavailable but this is a decrease from 31.47% reported in 2021

This is a significant improvement in median gender pay gap rates in the previous recording period (31 March 2021), however a significant increase in the mean (average) pay gap. The median pay gap still remains 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	Quartile 2	Quartile 3	Quartile 4
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	Lower	Lower Middle	Upper Middle	Upper
Males (% males to all employees in each quartile)	8	14	23	27
Female (% females to all employees in each quartile)	92	86	77	73
Average pay gap – difference in pay (female to male)	-1.71	3.95	-4.09	14.63

5.3 As can be seen from the above, the higher the quartile the greater the average pay gap in favour of men, with 14.63% average pay gap in favour of men which is an increase since 2021 from 12.13%. This is an increase in the last two years with 11.34% reported in 2020. The pay gap is widening in the more senior roles within the Trust which includes middle leadership roles and the Executive Team.

5.4 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 however, in the upper quartile men have higher paid jobs than women.

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 men being in higher paid jobs than women.

6. HOW DOES OUR PAY GAP COMPARE TO OTHERS?

6.1 Our mean average gender pay gap is 23.63% in favour of men. The national average gender pay gap is 15.4%. Our gender pay gap is higher than the national average and appears to be increasing.

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 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 18.13% and also takes into account that there has been a significant increase since 2020.

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 and review flexible working policies and practices to ensure opportunities for all on day one of an individual's contract;
- Introduce and promote equality network groups;
- Ensure all members of recruitment panels have undertaken Safer Recruitment Training and Equality, Diversity and Inclusion/Unconscious Bias 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 grade minimum unless a higher salary is authorised centrally in recognition of labour market premiums, skills and experience;
- Encourage male employees to apply for support roles, and ensure they are not discouraged in their applications;
- Encourage more female employees to apply for more senior roles within the Trust particularly at Executive Director level reviewing the Trust's approach to promotions.
- Ensure all job roles are advertised in line with the Trust's Recruitment Policy 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;
- Include the statement "For this role we are open to discussing the possibility of [reduced hours, job share, annualised hours, compressed hours, staggered hours or working from home]. Please wait until the job offer stage before asking us about flexibility, and we will explore what's possible for the role" and at request to recruit stage discuss options to work flexibly before advertising the post so that options are available in advance and manage expectations of potential applicants. This should be the default unless there is a clear business need for it not to be the case.
- Encourage men and women to better share caring responsibilities, including greater promotion of paternal leave.

References:

Office for National Statistics - Gender Pay Gap in the UK:2021 [Gender pay gap in the UK - Office for National Statistics \(ons.gov.uk\)](https://www.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](#)



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