



TEFAT Gender Pay Gap Report

Introduction

The gender pay gap reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees. Employers with more than 250 employees are required to report on these figures by April 2018.

The Elliot Foundation Academies Trust employ more than the minimum 250 employees across the Trust. This reports captures information processed in March 2017 regarding all of the schools within the Trust and will be kept for a minimum of 3 years.

At the end of the report will be a summary response from Hugh Greenway (Chief Executive Officer).

Requirements of the legislation

In line with the Equality Act 2010, this report will capture information relating to;

- The difference in the mean hourly rate of pay between male and female
- The difference in the median hourly rate of pay between male and female
- The proportion of male and female full pay relevant employees in each of four quartile pay bands
- The difference in mean bonus pay between male and female
- The difference in median bonus pay between male and female
- The proportion of male and female relevant employees who received bony pay

The calculations for calculating the mean and median averages are;

The **Mean** calculation is the **average** of the total numbers. This can be calculated by adding up all of the numbers, then dividing this number by how many numbers there actually are.

The **Median** is calculated by putting all the numbers in numerical order, and selecting the exactly in the middle once this has been numerically rearranged.

Gender split at TEFAT

The workforce split across the Trust is;

	Numbers
Male	10.33% (164 staff)
Female	89.67% (1423 staff)

There is a massive and significant variance in the primary sector to employ females instead of males. The majority of females work within Teaching, where there have been challenges to recruit.

The Elliot Foundation Academies Trust has recently partnered with ETEACH to support with recruitment into teaching roles, and will continue to explore new and innovative ways to recruit teachers.

Gender Pay Gap at TEFAT

The Median and Mean hourly rates are;

	Median hourly rate of pay	Mean hourly rate of pay
Male ¹	14.32	18.56
Female	11.21	14.39

The Median gender hourly pay gap percentage is 28.9%. The Mean gender hourly pay gap percentage is 27.7%

	Upper quartile mean	Upper middle quartile mean	Lower middle quartile mean	Lower quartile mean
Male	£28.34 ²³	£13.29	£9.92	£3.91 ⁴
Female	£24.51 ⁵	£13.35	£9.88	£4.64

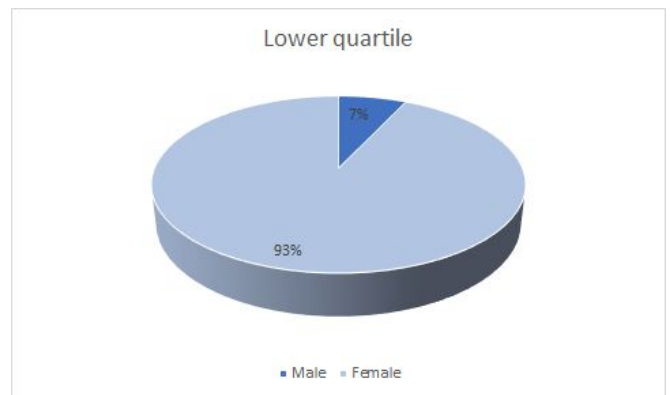
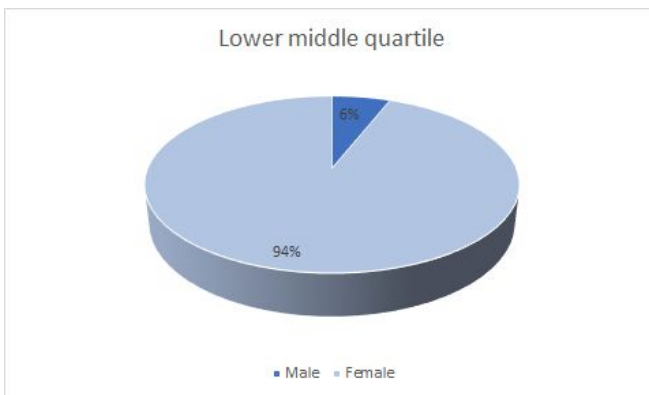
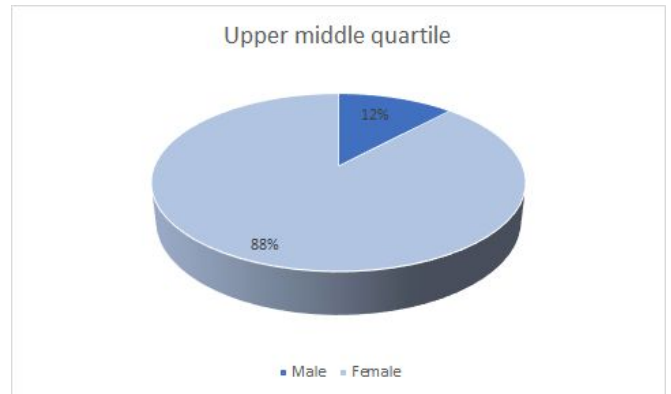
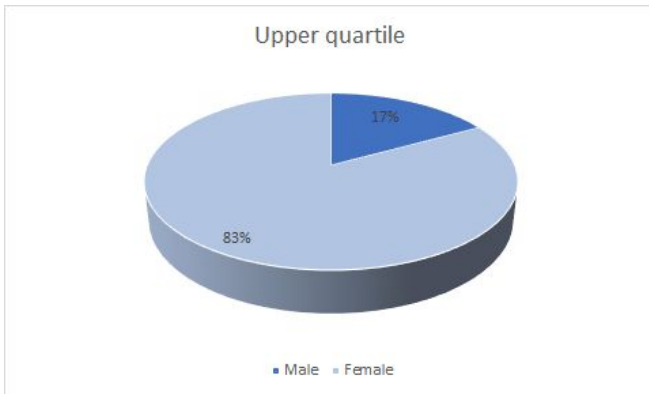
¹ Of the 1587 staff in the trust 167 are men

² Just over 40% of all the men employed by the Trust are in the Upper quartile pay bracket

³ The highest paid male is the CEO

⁴ 174 staff have a Snapshot hourly rate of £0

⁵ The highest paid female is the CFO



No staff were in receipt of a bonus.

Conclusion

The Elliot Foundation Academies Trust is a Living Wage Employer and an adherent to the Green and Burgundy books, consequently the significant gender pay gap⁶ for both mean and median are a surprise and likely, on reflection, to have multiple causes:

- The massively one sided gender of our employees 90% female, which is common for the primary education sector
- The almost total absence of men as employees in the lowest quartile (only 27 of 397), which includes part-time and shift work
- The fact that the most significant percentage 68% of men are employed in the upper two quartiles with 40% in the top quartile

It is interesting to note that women are paid better than men in the upper middle quartile reflecting the success of the organisation retaining them to middle and middle senior

⁶ Excluding the top and bottom 5% of the sample, the gender pay gap drops to 13%



management positions. But the comparatively small number of men overall employed by the trust is skewed by the fact that the top three earners are male.

The Trust needs to explore if it is losing potential female senior executive talent and whether, despite the fact that the Trust Board is 50% female, there is a lingering unconscious bias in its remuneration practices.