

Gender Pay Gap Report March 2020

Snapshot date: 31st March 2020



Introduction

This report provides data and analysis of the pay differentials between the Trust's male and female employees to inform our strategic work in this area and to fulfil the Trust's statutory duties in accordance with The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

Whilst the gender pay gap is undoubtedly a challenge within the education sector, The Elliot Foundation Academies Trust is committed to developing, maintaining and supporting a culture of equality and diversity across all aspects of our work, including pay, benefits and professional development opportunities. This requires continued effort to understand our gender pay gap and work to address the areas of impact.

The Trust is confident the gender pay gap does not reflect men being paid more than women to perform the same job roles. Instead, it is driven by the dominance of a female workforce overall and in particular the imbalance of the proportion of females employed in less senior roles within our staffing structures. The lowest paid positions with the Trust are cleaners, caterers and less experienced Teaching Assistants/Classroom Assistants and these posts are predominantly fulfilled by females. These factors are consistent with the majority of the education sector, particularly primary schools, and arguably reflect societal norms and bias.

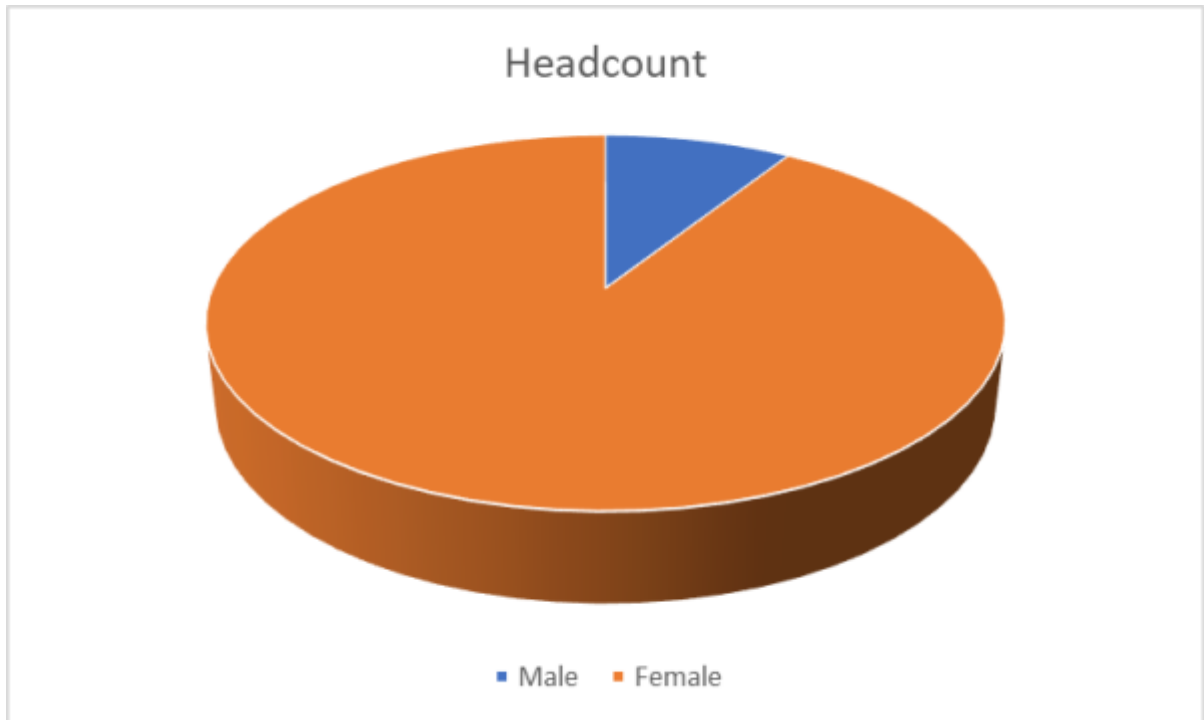
Despite this, the Trust is committed to continuing to explore ways in which we can examine and tackle the gender pay gap:

- we operate clear job evaluation processes which assess the salary command of the post and is not specific to the occupant
- we adopt both School Teachers' Pay and Conditions Document recommendations and the Burgundy Book conditions for teaching staff and the Green Book conditions for support staff
- we apply equitable and consistent automatic pay progression across both support and teaching roles
- we continue to promote the Trust's Equality and Diversity Policy and Family Friendly Policy aimed at supporting an enabling culture to support fair and equitable career development
- we are developing an expanding core Continuous Professional Development offering available to both teaching and support staff and strengthening the communities and professional networks available to staff across the organisation

Employee Headcount Gender Ratio*

Gender	Headcount	Percentage
Male	151	9.03%
Female	1522	90.97%
Total	1673	100%

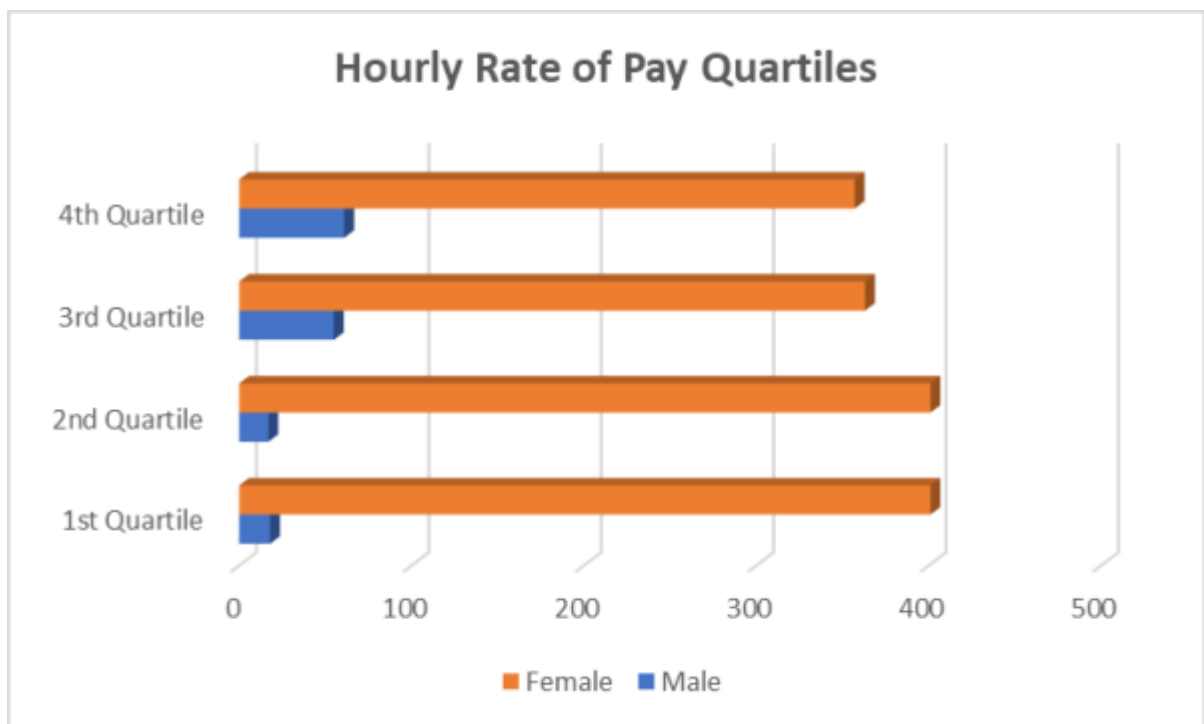
* Based on actual employee headcount discounting additional multiple contracts



Gender Pay Differentials

Gender Ratio Quartile Analysis

Hourly Rate of Pay Quartiles								
Gender	Lower		Lower Middle		Upper Middle		Upper	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%
Male	18	4.30	17	4.07	55	13.16	61	14.59
Female	401	95.70	401	95.93	363	86.84	357	85.41

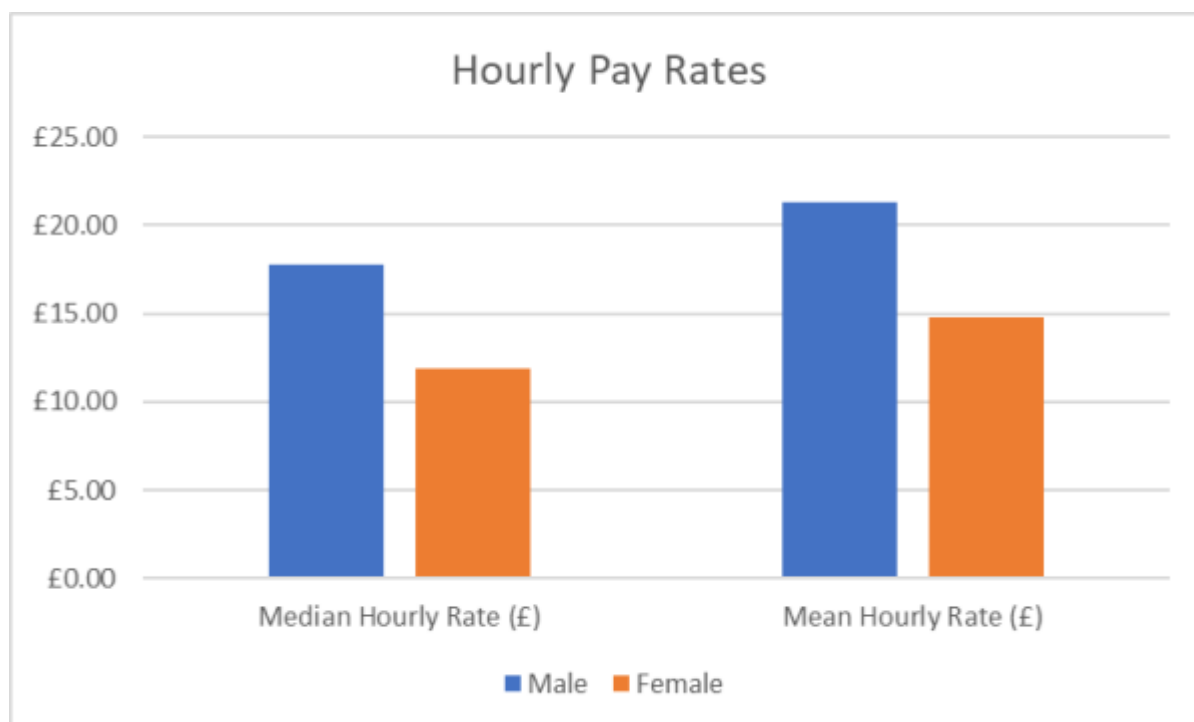


Pay Rates

Gender	Median Gender Hourly Rate (£) *	Mean Gender Hourly Rate (£)**
Male	£17.76	£21.30
Female	£11.92	£14.83

* median = the value separating the higher half from the lower half of a data sample

**mean = calculated by adding all data points and dividing by the number of data points



Gender Pay Gap*

	2017	2018	2019	2020
Median Gender Hourly Pay Gap	28.9	27.2	28.3	32.88
Mean Gender Hourly Pay Gap	27.7	23.9	24.0	30.38

* see notes below re year over year comparison

Gender Bonus Pay Ratios

No staff were in receipt of a bonus

Notes

- The Trust consisted of 28 primary schools and a central staff unit on the 31st March 2020. However, the makeup of schools had changed since the last report with Lena Gardens Primary School closing and Childs Hill Primary School joining the Trust which resulted in a small staff headcount increase.
- The data sources used and methodology to produce the report have been revised and reflect improved accuracy and relevance. However, this reduces the meaningfulness of direct comparison with previous years' Gender Pay Gap returns.
- The significant majority of the Trust's workforce continued to be comprised of female employees with the headcount gender ratio remaining largely unchanged on the previous 3 years at circa 90%
- The proportions of men and women occupying specific job roles remained largely unchanged and this is reflected in the gender quartile split data