

# Gender Pay Gap Report March 2021

## Snapshot date: 31st March 2021



### 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\*

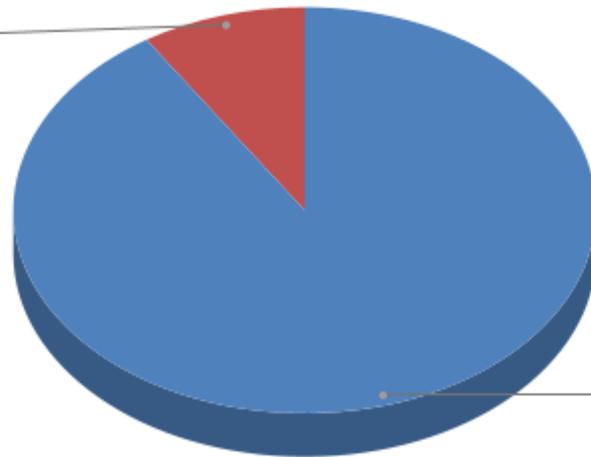
Gender	Headcount	Percentage
Male	159	9.10%
Female	1581	90.90%
<b>Total</b>	<b>1740</b>	<b>100%</b>

\* Based on actual employee headcount discounting additional multiple contracts

Headcount

Male

9.1%



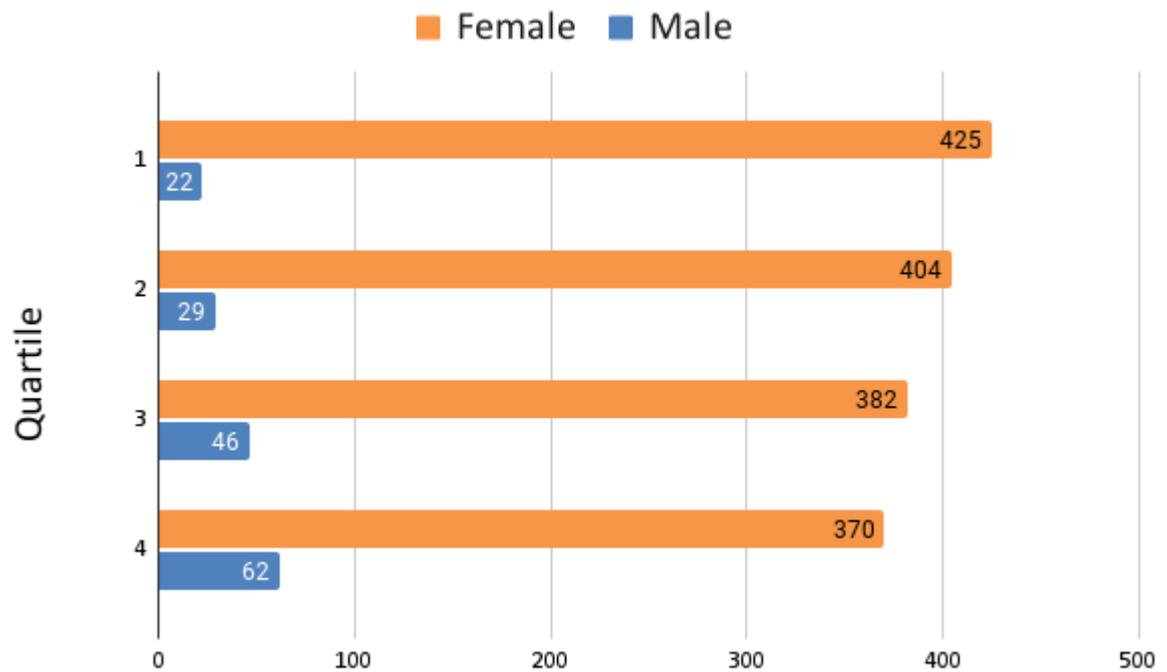
Female

90.9%

## Gender Pay Differentials

### Gender Ratio Quartile Analysis

Hourly Rate of Pay Quartiles								
Gender	Lower		Lower Middle		Upper Middle		Upper	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%
Male	22	5.18	29	7.18	46	12.04	62	16.76
Female	425	94.82	404	92.82	382	87.96	370	83.24
Total	447		433		428		432	



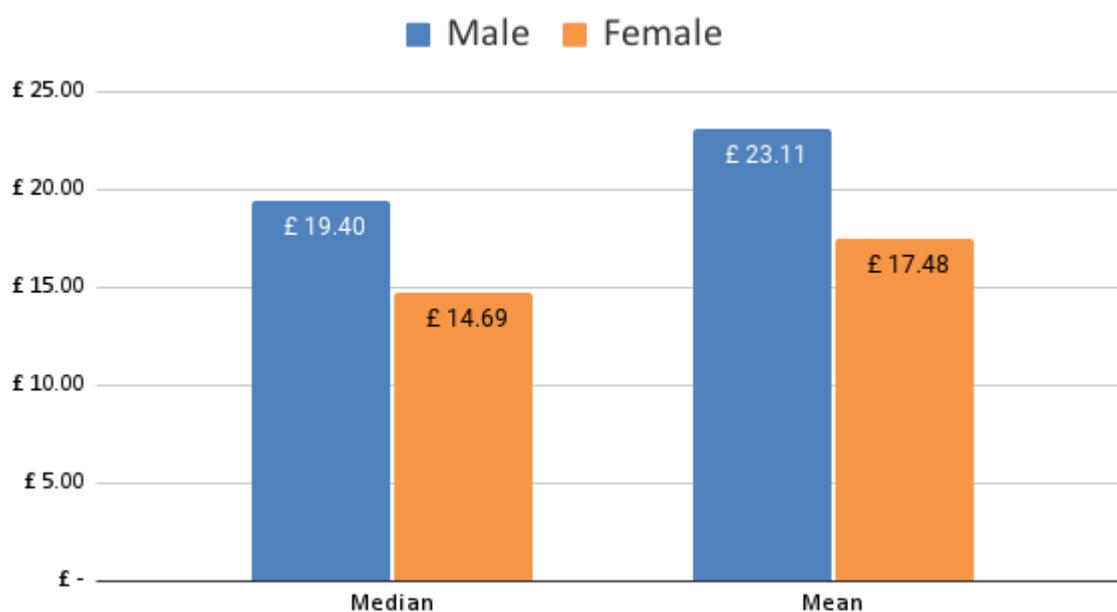
## Pay Rates

Gender	Median Gender Hourly Rate (£) *	Mean Gender Hourly Rate (£)**
Male	£ 19.40	£ 23.11
Female	£14.69	£17.48

\* 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

### Male & Female Pay Rates



## Gender Pay Gap\*

	2017	2018	2019	2020	2021
Median Gender Hourly Pay Gap	28.9	27.2	28.3	32.88	24.28
Mean Gender Hourly Pay Gap	27.7	23.9	24.0	30.38	24.37

\* see notes below re year over year comparison

## Gender Bonus Pay Ratios

No staff were in receipt of a bonus

### Notes

- The Trust's headcount has seen a small increase during the period April 2020 to March 2021
- The data sources used and methodology to produce the report have been revised due to a change in payroll provider. This has improved the accuracy and relevance of the report although 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 gender split between the quartiles has altered since the previous report and reflects small increases in the numbers of females in the upper middle and upper pay quartiles