



c/o Halifax Primary School, Prince of Wales Drive, Ipswich IP2 8PY

Telephone: (01473) 684922

CEO: Mr Alastair Heath-Robinson

Orwell Multi Academy Trust - Gender Pay Gap Report 2023

Introduction:

Gender Pay Reporting under the new Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 requires all employers in the UK with 250 employees or more to report on their gap in gender pay, based on statutory calculations. Orwell Multi Academy Trust welcome this additional opportunity to report on its workforce and proactively share their statistics.

The Gender Pay Gap reporting provides a snapshot of the gender balance within an organisation. It measures the difference between the earnings of all male and female employees, irrespective of their role or seniority.

Orwell Multi Academy Trust (*the Trust*) employs significantly more females than males, as table D below shows, which is representative within the Education teaching and support staff sector, particularly within the Primary sector. The Trust's Gender Pay gaps results should therefore be considered with this in mind, as the predominance of females to males has an influence on the overall gender pay gaps.

Gender Pay Reporting:

The Government provides very clear guidelines on how to calculate the pay gaps, this allows for greater consistency as well as an opportunity to benchmark against other similar organisations.

The overall gender pay gap is defined as the difference between the mean (average) or median (actual midpoint) hourly rate of pay of male and female employees.

The results of these statutory calculations across all staff in the Trust, based on pay data as at the 31st March 2023, are as follows:

| | |
|------------------------------|--------|
| Mean Gender Pay Gap | 22.38% |
| Median Gender Pay Gap | 43.95% |

Table A

No bonuses were paid to staff for the reporting period.

The mean gender pay gap shows that on average male employees are paid higher than female employees as with the median. This is due to the low numbers of males employed in the Trust compared to females and those males being primarily in more senior positions. However, it is important to note from Table D below, that the mean rate of pay is higher for females in these senior, leadership roles.

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| | Males per quartile | Females per quartile | Males as proportion of total males | Females as proportion of total females |
|--------------|--------------------|----------------------|------------------------------------|--|
| Lower | 7.46% | 92.54% | 17.24% | 26.16% |
| Lower Middle | 7.58% | 92.42% | 17.24% | 25.74% |
| Upper Middle | 5.97% | 94.03% | 13.79% | 26.58% |
| Upper | 22.73% | 77.27% | 51.72% | 21.52% |

Table B

The figures in table B highlight the significantly higher number of female staff to male staff across all quartiles within our Trust. The table shows that the Trust has a higher proportion of women than men in the lower quartiles, with a slightly smaller proportion in the upper quartiles.

| % By Staff Type | Support | Teaching |
|-----------------------|---------|----------|
| Mean Gender Pay Gap | -4.23% | 6.22% |
| Median Gender Pay Gap | -0.87% | 5.99% |

Table C

If we delve more deeply into the mean and median figures split by job type:

| | 2023 Mean Rate of Pay | | 2023 Numbers in roles | |
|---------------------|-----------------------|--------|-----------------------|--------|
| | Male | Female | Male | Female |
| Leadership | 34.94 | 36.64 | 6 | 12 |
| Teaching | 22.43 | 21.03 | 12 | 81 |
| Office | 0.00 | 13.28 | 0 | 20 |
| Educational Support | 10.55 | 11.48 | 8 | 99 |
| Premises | 12.67 | 12.46 | 3 | 1 |
| MDSAs | 0.00 | 10.66 | 0 | 24 |

Table D

When the Trust's employment is split down between support staff and teaching staff, all the Trust's averages reduce, showing that the pay gap for similar roles is minimal and so demonstrates consistency in equal pay. This also explains why, when looking at the staffing profile in total, it is affected by the wide range of salaries between support and teaching staff as well as a high proportion of females in the Trust. The mean average change shows that female staff within support staff generally earn more than their male counterparts. This is primarily due to the increased numbers of female employees than males and the range of roles they fulfil. For example, the shared services finance team, senior leadership team and school office management positions are predominantly held by females, with the male support staff generally being more in premises roles. The Trust have also recruited more males into teaching leadership roles within the last 12 months, thus increasing the averages within the teaching staff. However, in leadership roles overall, the mean average rates of pay for female employees is higher.

Gender Pay gap over time:

| Measure (%) | 2023 | 2022 | 2021 | 2020 | 2019 | 2018 |
|-----------------------|-------|-------|-------|-------|-------|-------|
| Mean Gender Pay Gap | 22.38 | 22.0 | 20.30 | 20.30 | 13.60 | -0.50 |
| Median Gender Pay Gap | 43.95 | 43.64 | 48.74 | 37.40 | 25.30 | 13.70 |

Table E – Please note that the payroll provider was changed in July 2019. Prior to July 2019, term time only employees' hourly rates of pay, as per the guidance, was incorrectly calculated.

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The gap in the Trust's mean and median averages have both slightly increased from last year. This is partly due to the numbers of males to females in various positions within the Trust and the recruitment of additional males to the Executive Leadership Team.

Under the law, men and women must receive equal pay for:

- The same or broadly similar work
- Work rated as equivalent under a job evaluation scheme or
- Work of equal value

The Trust is committed to the principal of equal opportunities and equal treatment of all employees.

The Trust is confident that the gender pay gap does not stem from paying men and women differently for the same equivalent work, as indicated by the data in Table D.

The Trust is aware that the gender pay gap is the result of the nature of the roles in which men and women are employed within the Trust and the salaries that these roles attract. For example, roles such as cleaners, midday supervisors and learning support assistants in most cases are held by females and these roles would typically sit at one of the lower pay ranges when looking at the whole staffing structure. By comparison, a larger proportion of the small number of male employees are in roles such as teaching or senior leadership, which typically sit within the higher pay ranges.

It should also be noted that when calculating the gender pay gap within education, teachers' terms and conditions and term time only workers have an impact on the overall gender pay gap. This is because, term time employees get paid in 1/12ths, but work far more than 1/12th of their annual hours in March impacting their hourly rate of pay. Similarly, teachers average hourly rate is calculated on 32.5 hours per week compared to 37 hours per week for their support staff counterparts.

How does the Trust's pay gap compare to others?

The table below has primarily used criteria of employers with 250-499 staff employed at the reference point date or similar local academy Trusts where their data was available at the time of reporting. Due to early submittal of report, there is reduced data available for comparison against local Trusts.

| 2023 | Size | Mean Pay Gap | Median Pay Gap |
|---------------------------------------|-------------|---------------------|-----------------------|
| Orwell Multi Academy Trust | 250-499 | 22.38% | 43.95% |
| Aces Academies Trust | 250-499 | 11.50% | 8.40% |
| Education for the 21st Century | 500-999 | 14.80% | 25.90% |
| Asset Education | 500-999 | 10.20% | 12.80% |
| Unity Schools Partnership | 1000-4999 | 25.40% | 42.00% |

The table shows that Orwell MAT is in the upper quartiles when compared to similar sized Trusts.

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What is the Trust doing?

The Trust is committed to equality of opportunity in recruitment, development, progression, and reward of employees, and diversity is valued.

The Trust has adopted the national teacher and leadership pay scales. Teachers on the main pay spine can increase their pay by undertaking additional responsibilities for teaching and learning and special educational needs where appropriate. The Trust has adopted the nationally agreed pay scale for support staff salaries.

Looking at the mean gender pay gap this shows there is a gap between male and female staff within our schools. However, due to the median pay gap figure being significantly higher the Trust will ensure that they are continuing to work to minimise the pay gap where possible (noting societal and sector factors beyond our control). Therefore, the Trust will:

- Carry out an equal pay audit
- Continue to ensure decisions made in relation to recruitment, development and pay progression can be evidenced against clearly defined criteria.
- Continue to promote family friendly and flexible working opportunities to both genders
- Continue to review and embed our equality policy into everything we do
- Continue to review and publish gender pay gap statistics

Future Action:

Once the equal pay audit has been completed the Trust will review and consider any further actions which may be required.

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