



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

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CEO: Ms A Hennell James B.Ed (Hons) NPQH

## Orwell Multi Academy Trust - Gender Pay Gap Report 2022

### 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 employs significantly more females than males, as table D below shows, which is not unrepresentative within the Education teaching and support staff sector, particularly within the Primary sector. Our Gender Pay gaps results should therefore be considered, with this in mind, as the predominance of females to males has an influence on our 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 at 31 March 2022, are as follows:

<b>Mean Gender Pay Gap</b>	22%
<b>Median Gender Pay Gap</b>	43.6%

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 most likely due to the low numbers of males employed in the Trust compared to females employed and those males being primarily in more senior positions.

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	% Males per Quartile	% Females per Quartile	Males as proportion of total males	Females as proportion of total females
<b>Lower Quartile</b>	8.8	91.2	20.0	25.6
<b>Lower Middle Quartile</b>	7.4	92.6	16.7	26.0
<b>Upper Middle Quartile</b>	10.3	89.7	23.3	25.2
<b>Upper Quartile</b>	17.6	82.4	40.0	23.1

Table B

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

% By Staff Type	Support %	All Teaching %
<b>Mean Gender Pay Gap</b>	-6.2	13.4
<b>Median Gender Pay Gap</b>	-2.0	5.38

Table C

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

	2022 Mean Rate of Pay		2022 Numbers in roles	
	Male	Female	Male	Female
<b>Leadership</b>	33.03	36.60	6	11
<b>Teaching</b>	21.97	20.26	12	81
<b>Office</b>	0.00	12.40	0	21
<b>Educational Support</b>	9.79	10.93	7	100
<b>Premises</b>	10.93	9.98	5	4
<b>MDSAs</b>	0.00	10.07	0	25

Table D

When we split The Trust's employment down between support staff and teaching staff all of The Trust's averages reduce demonstrating that 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 changes show that female staff within the support staff generally earn more than their male counterparts. This is primarily due to the increased numbers of female employees than males and the types of roles they do. For example the shared services finance and senior leadership team and school office management positions are all held by females with the male support staff generally being more in premises type roles. We have also recruited

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more males into the Trust's leadership teams within the last 12 months which is increasing the averages within the teaching staff.

**Gender Pay gap over time:**

Measure (%)	2022	2021	2020	2019	2018
Mean Gender Pay Gap	22.0	20.3	20.3	13.6	-0.5%
Median Gender Pay Gap	43.6	48.74	37.4	25.3	13.7%

Table E – Please note we changed our payroll provider in July 2019 and believe the data pre July 2019 to not correctly calculate term time only employees hourly rates of pay as per the guidance.

The Trust's Mean averages have increased from last year although the median has decreased slightly. I anticipate 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

Orwell Multi Academy Trust are committed to the principal of equal opportunities and equal treatment of all employees.

We are confident that the gender pay gap does not stem from paying men and women differently for the same equivalent work.

We believe our gender pay gap is the result of the roles in which men and women work within the Trust and the salaries that these roles attract for example, roles such as cleaners, midday supervisors and learning support assistants in the vast majority of cases are held by females and these roles would typically sit at one of our lower pay ranges when looking at the staff as a whole. Whereas the comparative proportion of male staff are usually 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 as term time workers get paid in 1/12s but work far more than 1/2th of their annual hours in March which impacts 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 our 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, this reduced data available for comparison against local Trusts.

	2022	Size	Mean Pay Gap	Median Pay Gap
Orwell Multi Academy Trust		250-499	22%	43.6%
Aces Academies Trust		250-499	22.3%	56.1%
Aspire Learning Trust		250-499	14.7%	28.3%
Believe Engage Succeed Trust		250-499	19.6%	13.5%

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SEAX Trust	250-499	-14.1%	-0.5%
Asset Education	500-999	13.2%	12.9%

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

### What are we doing?

We are committed to equality of opportunity in recruitment, development, progression and reward of our employees, and we value diversity.

Orwell Multi Academy Trust has adopted the national teacher and teacher leadership pay scales. Teachers on the main pay spine can increase their pay by undertaking additional responsibilities for learning and teaching 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 we will ensure that we are continuing to work to minimise the pay gap where possible (noting societal and sector factors beyond our control) and therefore we 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.

**Author: Jennifer Hunwicke, Chief Finance Officer**

**Approved: Finance, Resource and Audit Committee**

**Date: 21<sup>st</sup> March 2023**

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