



c/o Halifax Primary School, Prince of Wales Drive, Ipswich IP2 8PY
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Orwell Multi Academy Trust - Gender Pay Gap Report 2020

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, 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 2020, are as follows:

Mean Gender Pay Gap	20.3%
Median Gender Pay Gap	37.4%

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.

	% Males per Quartile	% Females per Quartile
Lower Quartile	3.0	97.0
Lower Middle Quartile	10.4	89.6
Upper Middle Quartile	10.4	89.6
Upper Quartile	17.9	82.1

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.

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% By Staff Type	Support %	Teaching %
Mean Gender Pay Gap	-3.1	-1.3
Median Gender Pay Gap	1.75	0

Table C

Interestingly when we split our employment down between support staff and teaching staff our averages change and show in both average calculations that female staff across both employment types earn more than male staff.

What are the underlying causes of our Gender Pay Gap?

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.

This is demonstrated further when splitting the gender pay gap averages out between support and teaching staff. The teaching staff average gender pay gap is higher for women due to the number of female teachers to male in terms of numbers and that senior leadership teams within our trust consisted of 9 women and only one male member of staff at the point of reporting. Our Trust Executive Leadership Team was made up of 5 women and one man at the point of reporting. Similarly, although a smaller variance, women are, on average, paid more than men for support staff roles. However, as discussed earlier, we believe this will be due to the disproportionate split of female and male workers, especially in support type roles and the types of roles being undertaken by these employees. The negative gender pay gap for support staff is likely to be due to the school office management and trust central services management posts all being held by female staff with the male staff undertaking roles such as cleaning, caretaking and learning support assistants which typically would sit within one of our lower 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.

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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.

	2020	Size	Mean Pay Gap	Median Pay Gap
Orwell Multi Academy Trust		250-499	20.3	37.4
Hartismere family of schools		250-499	23.9	42.1
Maritime Academy Trust		250-499	19.0	44.0
South Suffolk Learning Trust		250-499	31.5	52.1
North Essex Multi-Academy Trust		250-499	7.0	21.6
Asset Multi Academy Trust		500-999	19.5	33.6
The Consortium Multi Academy Trust		<250	10.4	13.6
Unity Schools Partnership		1000-4999	26.3	47.7

As the table shows overall Orwell Multi Academy trust has a better average pay gaps than all of it's comparators with the exception of North Essex Multi-Academy Trust and Maritime Academy trust (Mean only)

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 small gap between male and female staff within our schools. However, due to the median pay gap figure 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:

- 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:

If it is felt necessary, further actions that could be taken include:

- Carry out an equal pay audit
- Offer training for leaders to ensure equality and diversity is being applied in all areas of recruitment, development and pay progression.

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Approved: Anna Hennell James, Chief Executive

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