

Orwell Multi Academy Trust - Gender Pay Gap Report 2018

Introduction:

Gender Pay Reporting under the new Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 requires all employees 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. The split between males and females in primary schools is even larger due to far fewer men across the sector within primary schools. 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 2018, are as follows:

Mean Gender Pay Gap	-0.5%
Median Gender Pay Gap	13.7%

Table A

No bonuses were paid to staff for the reporting period.

The mean gender pay gap shows that on average women are paid marginally higher than male employees. However, when we look at the median gender pay gap this shows that male employees are paid higher than women employees.

	% Males per Quartile	% Females per Quartile
Lower Quartile	7.1	92.9
Lower Middle Quartile	14.3	85.7
Upper Middle Quartile	14.3	85.7
Upper Quartile	10.7	89.3

Table B

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

This supports table A figures which show there is a very small pay gap but that pay gap is larger when we look at the median due to the pay per gender at the upper and lower quartiles.

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% By Staff Type	Support %	Teaching %
Mean Gender Pay Gap	8	-19.3
Median Gender Pay Gap	1.2	-29.5

Table C

Table C shows that on average male support staff receive slightly higher pay than female support staff. However, when you look at the teaching roles in schools on average female teaching staff receive higher pay than male teaching 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 which is highlighted in table B.

This is demonstrated further when splitting the gender pay gap averages out between support and teaching staff. The teaching staff average pay gap demonstrates that women receive higher pay on average than men. This is due to the proportionally higher number of female teachers compared to male, and the fact 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 6 women and no men at the point of reporting. Whereas in the support staff calculations males are on average receiving higher pay than female staff. However, as discussed earlier we believe this will be due to the different roles male staff are undertaking in the schools compared to their female counterparts, and believe our mean gender pay gap percentage supports this view.

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 used criteria of employers with 250-499 staff employed at reference point date and I have tried to select only academies who are local to us geographically.

	Mean Pay gap	Median Pay Gap
Orwell Multi Academy Trust	-0.5	13.7
Westbourne Academy	19.4	5
Unity Schools Partnership	29.5	45.1
North Essex Multi-Academy Trust	19.4	35.8
St John The Baptist Catholic Multi Academy Trust	26.8	48.7
The Consortium Multi Academy Trust	18.1	59.7
Asset Multi Academy Trust	21.2	34.6

As the table shows overall Orwell Multi Academy trust has much better average pay gaps than all the comparators with the exception of the median pay gap at Westbourne Academy.

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 very minimal 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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