

Gender Pay Gap (GPG)

Introduction

The gender pay gap is a high-level snap-shot of pay within an organisation and shows the difference in the average pay between all men and women in a workforce. It became mandatory for organisations with more than 250 employees to publicise their gender pay gap in 2018.

A large gender pay gap may indicate to an organisation that action needs to be taken regarding equality in the workplace, however it should not be confused with equal pay; equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs, or work of equal value. A gender pay gap does not necessarily equate to the existence of an equal pay problem and in the Trust, staff are paid according to the specified rate for their job role and the salary range for a non-teaching role is based on a system of job evaluation. Teaching staff continue to be paid according to the School Teaching Pay and Conditions Document.

The Data

Measure	March 2020 percentage	March 2021 percentage
Mean gender pay gap	19.88	24.19
Median gender pay gap	20.03	48.99

The mean gender pay gap is the difference between the average hourly earnings of men and women. The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women.

	Male	% male	Female	% female	total
Q1	27	8.11	306	91.89	333
Q2	33	9.91	300	90.09	333
Q3	21	6.31	312	93.69	333
Q4	67	20.12	266	79.88	333

There is no national guidance on how to calculate the hourly rates of pay for teaching staff. This makes comparisons between trusts difficult and probably make comparisons across sectors almost impossible. Ebor Academy Trust's rates have been calculated by dividing the annual salary by 1265, as per the STP&C document. Support staff hourly rates are based on a working week of 37 hours, over 52.14 weeks per year using the hourly rates stated on the NJC and CYC salary pay spines.

The GPG Regulations don't deal specifically with the issue of employees with more than one contract. When comparing GPG data from other organisations, it should be noted that other institutions may choose to report their GPG on the basis of comparing employees rather than contracts. One individual with three roles would count as one employee with an hourly

rate equivalent to the Mean earned from the 3 different posts. Adopting this method of calculation would give the appearance of reducing Ebor's gender pay gap significantly.

Analysis

Overall, the Trust employs far more female staff than males. This is evident at all pay levels, but is particularly the case in the first three pay quartiles. Since 1st April 2018, the percentage of males employed in the Trust has decreased by 2%.

The first three quartiles contain similar ratios of male to female employees. In the upper quartile there are markedly more males than females. Although the data doesn't reflect it, in the same quartile there are more full time positions compared to part time roles; as men are more likely to work full time than women are in the UK, this could explain the higher representation of men in that quartile. Of the 22 headteachers in the Trust, only 6 are male and of the 8 people in the Executive team, only 3 are male, however, this means the proportion of male staff in these higher paid categories is significantly higher than in the lower salaried staff. Almost one quarter of UPS teachers are male whereas 20% of all teachers are males, making men marginally more likely to progress through the pay threshold than their female counterparts.

In an organisation that employs such few men, it is hard to see how the median gender pay gap is useful.

The fact that schools have some of the worst gender pay gaps has been well reported since recording began:

<https://www.personneltoday.com/hr/school-academies-gender-pay-gap-in-primary-secondary-education-2017/>

<https://schoolsweek.co.uk/englands-largest-academy-trusts-see-gender-pay-gap-widen/>

