

## Gender Pay Gap March 2022

### 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

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.

Measure	March 2021 percentage	March 2022 percentage*
Mean gender pay gap	24.19	19.06
Median gender pay gap	48.99	30.35

\*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. This year, following advice from other professionals in the sector and lawyers, two changes were made in how Ebor Academy Trust's data was calculated:

- i. Multiple postholders were combined into one post and their average hourly rate applied. Whilst this made little difference to the mean gender pay gap per se, it did improve the median gender pay gap.
- ii. The hourly rates of teachers were calculated in the same way as for support staff, instead of the 1265 hours in the School Teacher's Pay and Conditions Document. This is because it more accurately reflects the hours of work for the role.

Using the same method of calculation as last year, the Mean GPG was 28% and the Median GPG was 47.71%. These levels are not uncommon amongst those reported in the sector in 2021. According to the BBC, the mean gender pay gap in schools was 26% in 2021.

## Quartiles

### 2022

	% Male	% Female
Q1	5.24	94.76
Q2	9.74	90.26
Q3	10.49	89.51
Q4	20.30	79.70
<b>Overall 11.43% male, 88.6% female</b>		

### 2021

	% Male	% Female
Q1	8.11	91.89
Q2	9.91	90.09
Q3	6.31	93.69
Q4	20.12	79.88
<b>Overall 11.11% male, 88.89% female</b>		

## Analysis

Overall, the Trust continues to employ far more female staff than males. This is evident at all pay levels, but is particularly the case in the first three pay quartiles. This has not changed significantly in the past 5 years. In the UK, it remains the case that more female than male workers want to work part time and in particular, on a term time basis.

Additionally as the cost of living is increasing, jobs that only pay for 45 weeks of the year are less appealing than jobs which pay for 52 weeks a year; this is particularly applicable to roles at the lower end of the salary scale, i.e. most of the jobs in schools. This has been reflected in a lower level of job applicants for roles at this level recently.

Therefore the fact that such a high proportion of the Trust's jobs are paid on a term time only basis is likely to continue to be a deterrent to male applicants in the immediate future.

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

All the above said, work on equality, diversity and inclusion has started in the Trust during the academic year 2021/2, which will be continued in 2022/3. One aim will be to encourage more males into the Trust through its external communications and recruitment practices.

The fact that schools have some of the worst gender pay gaps has been well reported since recording began and continues to be widely reported.

<https://www.workingmums.co.uk/the-gender-pay-gap-in-education-2021/>

<https://schoolsweek.co.uk/school-gender-pay-gap-narrows-but-slowly/>

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