



Gender Pay Gap Report

Ebor Academy Trust

March 2023



Foreword

At Ebor Academy Trust, our vision is to deliver high quality, rich and engaging education at the heart of our diverse communities. To do this, we are committed to building professional collaborations of best practice across and beyond the Trust. In this way, we seek to enable all our learners to flourish and open doors to their best futures.

Through our values of Excellence, Belonging, Opportunity and Respect we aim to provide a working environment which is fair, equitable, rewarding and diverse. In 2023 we committed to developing a 3 year People and Culture strategy based on the employee lifecycle and driven by a fair system of pay and reward along with the opportunity for development and career progression for all of our colleagues.

The gender pay gap proves to be a significant challenge to the education sector and unlike other areas of employment, the solution is not simply to provide more opportunities for female leaders. Our staff are paid the same regardless of gender however we must work to address the differences which are evident from our gender pay gap data. Our focus must be across the entire workforce, with an overall reward and opportunity offer designed around fairness and equity.

We recognise that this will take time and in the short-term our aim is to remain ahead of the sector averages and the gender pay gap performance of other Multi-Academy Trusts. I am confident that our performance in 2023 is a step towards our long term ambition and is confirmation that we are achieving our immediate aim.



David Wheeler | Director of People & Culture



Gender Pay Gap in Education

The 2023 gender pay gap report is based on a snapshot from March data, extracted from Human Resources systems and analysed in line with Chartered Institute of Personnel and Development good practice guidance and the reporting requirements of the Gender Reporting Office.

The overall ratio of female to male staff is in excess of 90% and this covers everyone from the development roles of our career starters, right through to the most senior leadership positions. The trend over the past two years has shown this figure increase from 89% to 91% female.

The education sector offers a large number of part time and term time only positions which provides an excellent basis for staff who value work life balance for child-care or family caring reasons. In line with national social trends, this type of work appeals to women more than it does to men and our workforce data strongly supports this.

The fact that schools have some of the widest gender pay gaps is extensively reported and the reasons are often aligned to part-time and low paid work e.g. in catering, cleaning and supervision roles which are roles largely held by women. In some schools this work is contracted to third party providers and this positively influences pay gap reporting. At Ebor Academy Trust there are 179 staff in these roles who enjoy the benefits of being directly employed by the trust and are therefore counted in our gender pay gap reporting.

This year our gender pay gap data analysis has included a mean data review on a quartile by quartile basis in order to better understand where the gaps are. The analysis shows that despite the sector specific reasons noted above, there is still an opportunity for progress to be made in the upper 2 quartiles typically associated with specialist and leadership positions.



Our Gender Pay Gap Data



MALE & FEMALE PROPORTION BY QUARTILE 2023:

Pay Quartile	Percentage	
	Male	Female
1	5.1	94.9
2	8.3	91.7
3	7.3	92.7
4	18.2	81.8

OVERALL GENDER PAY GAP 2022/3:

Measure	Mar-22	Mar-23
Mean Gender Pay Gap	19.06	19.36
Median Gender Pay Gap	30.35	37.07

GENDER PAY GAP BY QUARTILE 2023:

Pay Quartile	Percentage
1	-2.06
2	0.44
3	5.25
4	5.29

Data Context



Our Mean Gender Pay Gap:

- *Has increased by 0.3% since 2022*
- *Is 3.5% lower than our nearest comparator academy trust*
- *Is more than 27% lower than the worst performing local multi academy trust*
- *Is over 6% better than TUC Unionlearn's teaching and learning sector average*
- *Has only 4 MATs listed in Schools Week as noted with better gender pay gap performance*
- *Includes directly employed staff at all pay levels and is not inflated by contracting out lower paid staff.*

Our Median Gender Pay Gap:

- *Has increased by over 6% since 2022*
- *Reflects an increasing trend in workforce gender bias*
- *Is 10% lower than our nearest competitor academy trust*
- *Has limited meaning with such a low sample of male employees*
- *Has been adjusted for accuracy to reflect staff with multiple roles*



Future Plans



In 2023 Ebor Academy Trust celebrates its 10th Birthday as an academy trust. In that time it has grown to 23 schools which are supported by a central support team providing oversight and expertise. With an underlying theme of One School, Many Sites the trust has a core purpose combined with the flexibility of local schools meeting local needs.

This year the trust reviewed its central team's operations and structure and invested heavily in new systems, improved ways of working and recruitment of the expert skills needed to run a successful forward-thinking trust.

The focus for the future is on staff and enabling them to be their very best by feeling a sense of belonging on a local and trust-wide scale. With a commitment to putting people first, the trust will continue to grow by adding new schools, through developing its workforce, by empowering and supporting its leaders, and through valuing professional colleagues and support staff.

With a People and Culture strategy which encompasses the entire employee journey and ensures that they are fairly and equitably rewarded, the trust will diversify its workforce and enable staff to access the opportunity to develop their careers either to progress or become a specialist in their field.

The gender pay gap continues to be a challenge to Ebor Academy Trust and to the sector as a whole however it is one which we must embrace and we should work to mitigate its impact in everything that we do.

