

Gender Pay Gap Report: October 2021

EMAT Statutory Reporting

OVERVIEW

Eastern Multi – Academy Trust (EMAT) is an educational trust providing primary and secondary academy education within the Eastern Region. Since its foundation in 2017, the Trust has changed in dimension and scale following a series of acquisitions, mobilisation and reprofiling programmes. The data relied upon within this report is March 2020. The Trust, at this time, comprised of fifteen academies within 86.7% primary education and 13.3% secondary education settings.

This is the fourth report produced under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. As a public sector body with over 250 employees Eastern Multi-Academy Trust has a duty to measure and report gender pay gap. Data is captured at 31 March in each year. For the purpose of this report, this is March 2020 and covers reporting upon,

- The difference in the mean pay of full pay men and women expressed as a percentage
- The difference in median pay of full pay men and women expressed as a percentage
- The proportion of full pay men and women in each of the four quartile bands

Eastern Multi-Academy Trust does not pay bonuses and therefore reporting is not provided within this return. The data for March 2020 is based on 727 staff comprising of 116 male and 611 females.

Gender Pay Gap reporting

Having reviewed the data for the Trust, the Gender Pay Gap Report information is based upon the staff breakdown for the period as follows:

Within Eastern Multi – Academy Trust (EMAT) 84.04% of headcount is female. Within the education sector, there is a consistent trend within majority (and whole) primary education trusts for the workforce to be predominantly female.

	Female	Male
Percentage	84.04%	15.95%

- The difference in the **mean** hourly rate of pay between male and female **full pay relevant employees**

	Mean £
Male	18.97
Female	13.06



Reporting Year	Mean
2017	33%
2018	36.5%
2019	31.6%
2020	Due to Coronavirus this is not reported
2021	31.2%

The mean pay gap is 31.2% - a 0.4% decrease from the last reporting last year.

- The difference in the **median** hourly rate of pay between male and female **full pay relevant employees**

	Median £
Male	17.10
Female	10.34

Reporting Year	Median
2017	42.5%
2018	48.5%
2019	42%
2020	Due to Coronavirus this is not reported
2021	39.5%

The median pay gap is 39.5% - a 2.5% reduction from the last reporting last year.

- The **proportion** of male and female full pay relevant employees in each of **four quartiles** pay bands

	Female	Male
First Quartile (Lower)	97.8%	2.2%
Second Quartile (Lower Middle)	87.9%	12.1%
Third Quartile (Upper Middle)	84.6%	15.4%
Forth Quartile (Upper)	65.9%	34.1%

Commentary

The Trust is strongly committed to achieving year on year decreases in the Gender Pay Gap and addressing any factors that impact negatively on pay equality.

As with many other employers and similar setting Trusts the pay gap remains a sector challenge. Overall, a smaller proportion of men are employed within each of the quartiles, which facilitates the gender pay gap and is indicative of the primary education sector. The majority of employees and roles within quartiles 3 and 4 are essential support roles such as cleaning, catering, midday supervisors, teaching support and academic operations administration, and occupied by women. Additionally, the greatest proportion of these roles are employed within term time only terms and conditions.

Looking forward: Gender Pay Action Plan 2021/22 Commitments

The Trust is strongly committed to the principle of reducing the gender pay gap and will continue to ensure decisions and strategies are monitored and evaluated to effectively support progress in this area.

➤ **Pay Terms and Conditions**

Salary ranges are determined through sector pay frameworks and industry standard job evaluation schemes with no reference to gender, ethnicity or any other protected characteristic. Action plans will periodically review gradings through a Job Evaluation Scheme to assess the role and pay profiles of legacy and acquired staff to ensure that roles across the Trust are graded appropriately and consistently, providing a systematic way of comparing different jobs within the organisation to establish relative worth and position on pay scale.

Staff are paid in accordance with National Pay and Conditions for teachers and the Local Government Services pay framework agreement for staff; length of service is factored into pay due to incremental pay scales.

➤ **Career Progression, Development and Retention**

To develop and broaden progression and development pathways, taking an insight and data led approach, the Trust will target systems and processes to attract, retain and progress careers across all of the available talent pools.

As an employer, the Trust will optimise accessibility to work and career progression, by offering greater flexibility at all levels of the organisation, including flexible and part time working and job sharing. The impact of career milestone moments such as maternity, shared parental leave, career break, health and caring factors will be assessed to prevent barriers to progression and retention.

Internal and external networking and collaboration opportunities will be developed across groups including Executive, Principal, Head Teacher, Deputy Head Teachers and school business managers. Developing career opportunities, with the aim of giving every employee an active professional development plan and access to talent management pathways.

➤ **Recruitment**

The breadth and range of attraction campaigns will be extended to optimise talent pooling and acquisition. Processes will be analysed and critically assessed to improving gender equality outcomes including shortlisting, use of skills assessment and transparency with salary scale negotiations.

Financial, Regulatory, Legal and Governance comments

Appointments, pay scales and awards follow Teachers Pay and Local Government Pay terms and conditions, Academy Trust Handbook and ESFA requirements.

Gender Pay reporting will be published in accordance with statutory reporting requirements.

Zoe Baxter, FCIPD, Director of People and Culture