

GENDER PAY GAP REPORTING – 2019

This is the third 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 on our gender pay gap. Our data capture date is 31 March in each year.

Whilst there are some comparisons to be made with the data from March 2017 and 2018, the organisation has continued to experience change which means that direct comparisons are difficult. The main changes are

- The addition of one primary Academy
- Staffing changes and reductions due to funding impacts

This has meant there is another shift in the data from March 2017 and March 2018.

Eastern Multi-Academy Trust does not pay bonuses and therefore only has to report on

- 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

The data for March 2019 is based on 811 staff paid on the data capture date: 134 male and 677 female. This has reversed the previous year's reduction in the male proportion of employees which now stands at 17% - up from 14.5% of the workforce but still a reduction from 21% in the March 2017 report. The following is the raw information.

Mean Gender Pay Gap

Male	134	£19.51
Female	677	£13.35

The mean gender pay gap is 31%. The gap has therefore decreased from the last report by 5% and 2% from 33% in March 2017.

Median Gender Pay Gap

Male	£17.57
Female	£10.08

The median pay gap is 42% - a 6.5% reduction from last year. This also moves the Trust back to the March 2017 level of 42.5%.

Quartile Pay Band Gender Information

Quartile	Male No	Male %	Female No	Female %	Total No
Lower A	20	10	182	90	202
B	16	8	187	92	203
C	33	16	170	84	203
Upper D	65	32	138	68	203

Further Analysis

Support Staff posts including casuals (515 staff)

Male	50	£10.02
Female	465	£9.80

The gender pay gap for support staff is 2% down from 7% last year and lower than the original March 2017 rate of 4%. This is very positive and a low % gap.

Teaching Staff including supply, unqualified, MPS, UPS and Lead Practitioners (242 staff)

Male	62	£21.42
Female	180	£19.42

The gender pay gap for teaching staff is 9% which is a small increase on the last two years of 8.7% and 6% respectively - but is still fairly low.

Senior Leadership roles – within Academies and the central Trust (54 staff)

Male	22	£35.69
Female	32	£30.07

The gender pay gap for senior leadership roles across the Trust is 16% a further reduction from last year. March 2018 data was 18% and March 2017, 27%.

NARRATIVE FOR THE EASTERN MULTI-ACADEMY TRUST

The Eastern Multi-Academy Trust is a public sector education organisation with, at the data capture date of 31 March 2019

- 2 secondary academies
- 13 primary academies
- Central Trust offices

Whilst it is common for the public sector and education, to have a predominance of female employees in the workforce, the proportion of female staff has increased from last year. This is due to the rise in the number of primary Academies within the Trust. Primary Academies are always more female dominated than secondary Academies.

The Trust operates nationally agreed pay scales for all staff. In education, the terms and conditions of employment, particularly primary level, for many roles tend to be family friendly and attract female applicants for roles such as midday supervisor, cleaner and administration for which the pay is lower.

Nationally in 2018, the UK gender pay gap was 8.6% for full time employees but 17.9% for all employees. Whilst the Trust is out of line with this, it is moving in the right direction. More in depth information from the Office of National Statistics showed that nationally the pay gap for teachers was 6.1% and for educational senior professionals was 17.4%. Therefore, our figures for these categories of staff appear in line. Unfortunately, there is no equivalent data available for support staff for comparison.

The data for March 2019 reflects only one additional primary Academy joining the Trust. However, whilst the Trust is taking available opportunities to address pay gaps where it can, it is still largely bound to TUPE processes.

It is interesting to note that the year on year data shows an increase in male employee numbers, both the mean and median pay for male staff has reduced and for female staff has increased. The data reflects the actions the Trust has taken to address the areas identified in the last report.

Whilst the gaps are still relatively small for support and teaching staff there is a need to ensure there is no ongoing increase in the gap. It is pleasing to note the further reduction in the gender pay gap at senior level which was a major concern in 2017.

The Trust still needs to continue to work on

- Encouraging more male applicants outside leadership
- Continue to address the pay gap at senior leadership levels which has shown a reduction
- Review and address the widening gap within teaching to ensure it does not continue to grow
- Undertake a comparison exercise with newly joined Academies to identify any obvious pay inequities across the Trust

The Trust is not likely to experience a high level of change in the next review period and can then do more direct comparisons over time to ensure a steady basis for future decisions.

The Trust will continue to monitor trends and other action needed.

Signed:



Date: 10 October 2019