

Gender Pay Gap Reporting 2016-17

Introduction

This report shows the difference in the average pay between all men and women across our workforce. It is different to equal pay, which is the difference between men and women who do the same job and role in the workforce. Transform Trust is an equal pay employer, subject to the requirements of TUPE transfers.

We are committed to the promotion of equality of opportunity and choice for employees and support the fair treatment of all staff irrespective of gender through our transparent recruitment processes, pay policy and professional development. All our posts are aligned to nationally agreed pay scales and our male and female staff are paid within the same pay band for the same job role.

The snapshot date for Transform Trust was 30th March 2017. The data required under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 is as follows:

The results of these statutory calculations are:

1. Mean Gender Pay Gap

The difference between the mean hourly rate of pay that male and female full pay relevant employees receive is 23.91%. This "difference" means that female employees are paid 23.91% less as a mean average.

2. Median Gender Pay Gap

The difference between the median hourly rate of pay that male and female full pay relevant employees receive is 30.23%. This "difference" means that female employees are paid 30.23% less as a median average.

3. Mean and Median Bonus Gap

Transform Trust does not pay or operate a pay bonus scheme for employees.

4. The Proportion of males and females in each Quartile Pay Band

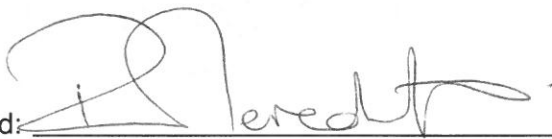
Quartile Headcount	1	2	3	4
F	120	115	93	106
M	4	9	31	19
Gender Proportions Per Quartile %				
F	96.77%	92.74%	75.00%	84.80%
M	3.23%	7.26%	25.00%	15.20%

Gender Pay Gap Narrative

While the apparent pay gap between men and women appears large, this is contextualised by the demographic of the employees in that 87.3% of the workforce is female, and that there is a substantial skew in lower salaried jobs which are historically and predominantly occupied by females.

Our figures include the staffing profile within 8 primary schools. Across the organisation, the percentage of females to males is in the order of 87.3%:12.7% primarily because of the staffing profile used to generate the figures. A significant number of female posts are support posts which attract lower salaries. Females and males are paid at the same rate for the same work on their relevant pay scales. The fundamental reason therefore for the identified gender pay gap is the disparity in proportion between female and male in term-time only, part-time, lower paid roles in schools such as lunchtime supervisors and teaching assistants.

Transform Trust is committed to ensuring that all staff receive equal pay for equal work regardless of gender. Teaching staff are remunerated on an incremental pay scale that rewards them for their professional performance, wider contribution to the School and their level of experience. Support staff pay is determined via a process of job evaluation and is regularly reviewed and benchmarked on a national and local basis to ensure that pay correctly reflects the value and complexity of the work undertaken. Male and female staff at Transform Trust are treated equally on appointment and throughout their careers.

Signed:  _____

Name: R. MEREDITH

Date: 12/3/18