

Gender Pay Gap Reporting 2017-18

Introduction

From April 2017, employers with 250 or more employees must publish information on their gender pay gap. The pay gap must be reported on in six different ways:

- the mean and median gender pay gaps
- the mean and median gender bonus gaps
- the proportion of men and women who received bonuses
- the proportion of men and women according to quartile pay bands.

The gender pay gap shows the difference in the average earnings between all men and women in an organisation. It is different to equal pay, which is about the difference in actual earnings of men and women doing equal work (or work of equal value).

The mean gender pay gap is the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

The median gender pay gap is the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

This report shows the difference in the average pay between all men and women across our 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 process, 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 2018. The data required under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 is as follows:

Transform Trust's gender profile

Within Transform Trust the high percentage of female staff (gender profile) at 88% (87% 2017) is retained. Despite the increase in schools joining the Trust (8 to 14) adding c.400 staff, the gender profile has barely changed.

| 2017-18 return | | | Hourly Rate | Hourly Rate |
|------------------------------|-----|------------|--------------|----------------|
| | | % of total | Mean Average | Median Average |
| Female Employee Headcount | 741 | 88% | 17.90 | 12.13 |
| Male Employee Headcount | 99 | 12% | 25.45 | 23.06 |
| Total Employees | 840 | 100% | | |
| Percentage Difference | | | 29.7% | 47.4% |

| 2016-17 return | | | Hourly Rate | Hourly Rate |
|------------------------------|-----|------------|--------------|----------------|
| | | % of total | Mean Average | Median Average |
| Female Employee Headcount | 434 | 87% | 17.74 | 11.63 |
| Male Employee Headcount | 63 | 13% | 23.31 | 16.67 |
| Total Employees | 497 | 100% | | |
| Percentage Difference | | | 23.9% | 30.2% |

The results of the statutory gender pay calculations are:

1. Mean Gender Pay Gap

The difference in the 2018 mean hourly pay rate of pay that male and female full pay relevant employees receive is 29.7%. This difference means that female employees are paid 29.7% less as a mean average (In 2017 this difference was 23.9%).

2. Median Gender Pay Gap

The difference in the 2018 median hourly rate of pay that male and female full pay relevant employees receive is 47.4%. This difference means that the median female employee is paid 47.4% less than the median male employee (in 2017 this difference was 30.2%).

3. Bonus

Transform Trust does not operate a bonus scheme.

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

| 2017-18 return | | | | |
|-----------------------------------|-----|-----|-----|-----|
| Quartile Headcount | 1 | 2 | 3 | 4 |
| F | 202 | 192 | 171 | 176 |
| M | 8 | 18 | 39 | 34 |
| | 210 | 210 | 210 | 210 |
| Gender Proportions Per Quartile % | | | | |
| F (88%) | 96% | 91% | 81% | 84% |
| M (12%) | 4% | 9% | 19% | 16% |

| 2016-17 return | | | | |
|-----------------------------------|--------|--------|--------|--------|
| Quartile Headcount | 1 | 2 | 3 | 4 |
| F | 120 | 115 | 93 | 106 |
| M | 4 | 9 | 31 | 19 |
| Gender Proportions Per Quartile % | | | | |
| F (87%) | 96.77% | 92.74% | 75.00% | 84.80% |
| M (13%) | 3.23% | 7.26% | 25.00% | 15.20% |

Analysis of Transform Trust's Gender Pay Gap

Transform Trust's mean gender pay gap has increased from 23.9% to 29.7%, showing on average, men continue to be paid more than women. Analysis shows that the main reason for this continues to be the proportion of male and female employees in different grades. There are proportionately more men in the upper pay quartile, where the pay is higher compared with the lower pay quartiles.

While the pay gap appears large, this is contextualized by the demographic of employees. 88% of the workforce is female proportionately skewed towards lower salaried jobs which have been historically predominantly occupied by females.

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, and lower paid roles in schools such as lunchtime supervisors and teaching assistants.

The organisation has grown in size from 8 schools (497 staff) to 14 schools (840 staff) during the year. Focusing only on staff employed at both March 2017 and March 2018, the mean hourly rate increase is the same for both genders (+4%). Transform can therefore show the pay gap has not widened for those staff – their growth in pay is the same

Having therefore shown the mean pay gap for Transform staff in both periods is the same, and also shown the new schools joining the Trust have a similar gender pay profile to the current Trust, our analysis shows the widening of the mean is due to the balance of starters and leavers during the year. Simply put, female leavers earned more per hour than the new female starters over the year – mean earnings fell 11% as a result [there were 56 female leavers, 53 female starters - the pay levels varied as a result of some experienced Upper Pay teachers leaving the organization to be replaced with entry level Main Pay teaching staff].

By contrast, 11 male leavers were replaced by 7 male starters the pay including a new role at leadership level and a higher Upper Pay starter (as a result of pay portability). The impact of these small changes in male staffing was that male starters earned 32% more than male leavers.

Transform Trust continues to be 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.

Taking action

We are committed to fair pay irrespective of gender and to improving our gender pay gap.

We will continue to promote policies and initiatives to support equal opportunities for our entire workforce.

We will continue to support staff who have caring responsibilities through flexible working practices and procedures.

We will make sure that all staff, particularly females, continue to have the opportunity to progress in their careers through access to development opportunities supported by career conversations with their line manager.

We will explore how we can attract more males into our workforce at the lower end of the pay scales to create a more even gender balance, given that we have more females at most levels of our organisation.

We operate a secondment system, including senior leadership roles, to enable shorter term management opportunities to our current workforce to they can develop skills to progress within our organisation.

We also have a talent register and operate a talent pool to enable more fluidity and flexibility across different roles within the organisation, to enable staff career decisions.

Signed: 

Name: R. MEREDITH

Date: 26/3/19