



## Gender Pay Gap Reporting 2020-21

### Introduction

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. The Trust's Gender Pay Gap is a high level, non-adjusted indicator of male and female earnings affected by workforce distribution and workforce make-up. The overall gender pay gap reflects workforce composition rather than pay inequalities.

The Board of Trustees 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 31<sup>st</sup> March 2020. Previous years' data is at Appendix 1. 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 89% (88% 2019) is retained. Despite the increase in schools joining the Trust (16 to 18), the gender profile has barely changed.

2019-20 return			Hourly Rate	Hourly Rate
		% of total	Mean Average	Median Average
Female Employee Headcount	887	89%	£ 18.77	£ 11.92
Male Employee Headcount	108	11%	£ 26.43	£ 21.79
Total Employees	995	100%		
<b>Percentage Difference</b>			<b>29.0%</b>	<b>45.3%</b>

The results of the statutory gender pay calculations are:

#### 1. Mean Gender Pay Gap

The difference in the 2020 mean hourly pay rate of pay that male and female full pay relevant employees receive is 29.0%. This difference means that female employees are paid 29.0% less as a mean average.

#### 2. Median Gender Pay Gap

The difference in the 2020 median hourly rate of pay that male and female full pay relevant employees receive is 45.3%. This difference means that the median female employee is paid 45.3% less than the median male employee.

#### 3. Bonus



Transform Trust does not operate a bonus scheme.

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

2019-20 return				
Quartile Headcount	1	2	3	4
F	241	221	214	211
M	7	28	35	38
	248	249	249	249
Gender Proportions Per Quartile %				
F (89%)	97%	89%	86%	85%
M (11%)	3%	11%	14%	15%

#### Actions taken:

We are serious about reducing our gender pay gap and have followed the steps and actions recommended in research documentation currently available. We recognize there is still work to be done to reduce the gap further and have so far taken the following actions:

**Analyse data and identify actions:** committed financial resources to tools that will enable us to analyse our staffing, pay and recruitment data more effectively. From next year, we will be able to see the profile of our recruits and at what level they are applying, drilling into the demographics in finer detail. The tools allow us to be proactive in widening our reach when recruiting. Wording of current adverts supports flexible working. We will look to try and improve on this moving forward. We are part of a pilot group for Flexible Working through the DfE and will use this to shape better practice.

We still have a much higher proportion of females than men applying for senior posts. The number of posts advertised at a more senior level are fewer in comparison to those lower down the organizational structure as are promotional opportunities. However, we have a clear process that ensures leadership posts are more widely advertised across the whole organisation and beyond. We operate a secondment system, including into senior leadership roles, to promote shorter term leadership opportunities for our current workforce so they can develop skills to progress within our organisation. With regard to recruitment into posts the following comments are made:

**Include multiple women in shortlists for recruitment and promotions:** we do not have an issue with shortlisting female prospective candidates. Proportionately, they make up at least 80% of the shortlist made.

**Use skill-based assessment tasks in recruitment / structured interviews:** this is standard across our organization. In most cases, particularly for senior leadership roles, there are a significant number of skills based activities that are used and measured. Standardised questions are always expected in interview situations, with clear scoring matrices required. All posts are appointed into a grade and this is transparently advertised.



**Consult and engage** – we are open as an organization when discussing our gender pay. The Board of Trustees are required to sign off the figures and commentary along with the CEO. The gender figures are shared as part of an open dialogue with recognised Trade Unions through the Trust consultative committee forum. We have carried out an annual staff survey for the last 5 years and actively respond to the outcomes shared. We now conduct shorter pulse surveys to test current employee views on wellbeing and opportunities. We now conduct effective exit processes for all leavers at all levels to determine reasons for leaving and act on feedback given.

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.

We have also undertaken research around comparability to other MAT's gender pay gap and are content we do not have an outlying mean and median rate in comparison to similar sized Trust's.

### **Taking action**

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

The tools we have available to us from 2021 will enable us to analyse our data in more detail. We will be able to create more evidence based actions specifically for our organisation as a result. We will draw together a more formal action plan and allocate the responsibility to push on the completion of this.

We will continue to promote policies and initiatives to support equal opportunities for our entire workforce. We are developing employee voice forums for more direct influence on decision making. We are a Disability Confident Employer.

We will continue to support staff who have caring responsibilities through flexible working practices and procedures. This includes attracting new employees into the organization via advertising and making clear our intent. We are considering launching Flex from 1<sup>st</sup> before it is formally introduced in law.

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. Talent, our "every voice matters" priority and wellbeing are all themes that have senior leadership oversight with a clear strategy on how each of these will be developed across the organisation.

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.

Signed: 

Name: Rebecca Meredith

Date: 4<sup>th</sup> October 2021



## Appendix 1 – Previous Data

2018-19 return			Hourly Rate	Hourly Rate
		% of total	Mean Average	Median Average
Female Employee Headcount	784	88%	18.49	12.37
Male Employee Headcount	103	12%	24.84	19.23
Total Employees	887	100%		
<b>Percentage Difference</b>			<b>25.6%</b>	<b>35.7%</b>

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%		
<b>Percentage Difference</b>			<b>29.7%</b>	<b>47.4%</b>

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%		

## Quartile Data

2018-19 return				
Quartile Headcount	1	2	3	4
F	211	200	184	189
M	10	22	38	33
	221	222	222	222
Gender Proportions Per Quartile %				
<b>F (88%)</b>	<b>95%</b>	<b>90%</b>	<b>83%</b>	<b>85%</b>
<b>M (12%)</b>	<b>5%</b>	<b>10%</b>	<b>17%</b>	<b>15%</b>

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 %				
<b>F (88%)</b>	<b>96%</b>	<b>91%</b>	<b>81%</b>	<b>84%</b>
<b>M (12%)</b>	<b>4%</b>	<b>9%</b>	<b>19%</b>	<b>16%</b>



**2016-17 return**

<b>Quartile Headcount</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
F	120	115	93	106
M	4	9	31	19
Gender Proportions Per Quartile %				
F (87%)	97%	93%	75%	85%
M (13%)	3%	7%	25%	15%