



Gender Pay Gap Reporting 2019-20

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 31st March 2020. 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%		
Percentage Difference			29.0%	45.3%

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%		
Percentage Difference			25.6%	35.7%

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 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 (In 2019 this difference was 25.6%).



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 (in 2019 this difference was 35.7%).

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%

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 %				
F (88%)	95%	90%	83%	85%
M (12%)	5%	10%	17%	15%

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%)	97%	93%	75%	85%
M (13%)	3%	7%	25%	15%