

# Gender pay reporting

## Introduction

CfBT Schools Trust is required to report on the Trust’s gender pay gap. Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

This report provides further analysis, beyond the statutory reporting requirements, and aims to identify areas for focus and improvement for the future as we, along with many employers in the UK, prepare to tackle and reduce our current gap.

## The pay gap data

The information we are required to report relates to the following areas:

- The gender difference between the mean hourly rate of pay as a %.
- The gender difference between the median hourly rates of pay as a %.
- The gender difference between mean bonus pay over the preceding 12 months as a %.
- The gender difference between median bonus pay over the preceding 12 months as a %.
- The proportion of male & female employees who received a bonus during the last 12 months.
- The proportion of male and female employees in each of the four quartiles of the pay range.

Data was captured on 31 March 2018.

Reporting details	Male	Female	Total	Gender pay gap (%)
Total employees	282	968	1250	N/A
Mean hourly rate	20.07	15.93	N/A	20.60
Median hourly rate	19.78	12.94	N/A	34.60
Mean Bonus Gender Pay Gap (over 12 months)	N/A	N/A	N/A	0
Median Bonus Gender Pay Gap (over 12 months)	N/A	N/A	N/A	0
Number of staff receiving a bonus	0	0	0	0
Percentage (%) of employees who received a bonus	0	0	0	0

## The proportion of men and women in each pay quartile

Quartile	Employees in each quartile	No. female employees	No. male employees	% female employees	% male employees
Lower	260	224	36	86.3	14
Lower middle	260	224	36	86	14
Upper middle	260	190	70	73	27
Upper	260	171	89	66	34

## Highlights

- We are pleased to be able to report a reduction in our gender pay gap of 1.5 percentage points.
- The composition of our workforce remains broadly similar to 2017.

We are proud that we have strong female representation in our leadership posts:

- 60% of our Trust Education Executive Team are female.
- Female representation on the board of trustees has increased by 10 percentage points to 43%.
- 69% of our headteachers are female.
- 68% of our deputy headteachers/vice-principals are female.

## Understanding our gap

CfBT Schools Trust is a multi-academy trust of 11 primary and five secondary schools in the East Midlands, London and the Thames Valley with a vision to transform lives by improving education in the diverse communities that we serve.

To understand our pay gap in more detail, we have analysed our workforce by gender and role type across our Trust<sup>1</sup>.

Role	School type	% Male	% Female
<b>Trustees</b>		57%	43%
<b>Education Executive Team</b>		40%	60%
<b>Headteachers</b>	All	31%	69%
	Primary	27%	73%
	Secondary	40%	60%
<b>Deputy Head/ Vice Principal</b>	All	32%	68%
	Primary	0%	100%
	Secondary	50%	50%
<b>Teachers</b>	All	27%	73%
	Primary	10%	90%
	Secondary	37%	63%
<b>Support staff</b>	All	11%	89%
	Primary	4%	96%
	Secondary	21%	79%

<sup>1</sup> We have calculated these figures using a basic methodology and the results are approximates.

The Gender Pay Gap is a high-level indicator of male and female earnings which is affected by workforce distribution and workforce make-up. For the Trust, the overall pay gap reflects workforce composition more than pay inequalities.

Within the education sector, it is common for a high proportion of the workforce to be female. The Trust has a 23% male and 77% female workforce. It is also common across the sector for a high proportion of females to be in support staff roles which are, typically, lower paid roles than leadership or teaching posts – 89% of our support staff are female and 11% are male. This is also highlighted by the quartile statistics above. We also note that we have a low representation of male teachers (27%), particularly in the primary phase (10%).

The Trust is proud to operate as an equal opportunities employer. It is important to note that all our posts are aligned to nationally agreed pay scales and our male and female staff in each school are paid within the same pay band for the same job role.

## How are we going to continue to address our gap?

CfBT Schools Trust is committed to the promotion of equality of opportunity and choice for employees and supports the fair treatment of all staff, irrespective of gender, through our transparent recruitment processes, pay policy and professional development opportunities.

For an action plan, we will continue to monitor this data on an ongoing basis, as growth and change within the Trust may alter the data by the next reporting date.

Equality will remain as an agenda item for our Education Executive Team meetings, with equality objectives across the Trust linked to gender pay gap data.

It is recognised that under TUPE processes the Trust has no control over the staffing complement where academies join the Trust. However, the Trust will consider any relevant gender inequality when advertising future posts. The Trust is also supporting leadership development programmes for those aspiring to middle and senior leadership to further support equal access to progression for all staff.

Support staff pay scales will undergo further restructuring in April 2019, in accordance with the national pay agreement (National Joint Council for Local Government Services). The lowest pay points will see the greatest increases.

This Trust will continue to compare year on year data to identify any trends, monitor our progress and identify whether additional action is required.

### Declaration:

I confirm that the above information has been prepared from our payroll data on the snapshot date and fairly represents the Gender Pay Gap information for CfBT Schools Trust.

**Name:** Andy Yarrow, Chief Executive Officer

**Date:** 25 February 2019