

## Gender pay reporting – snapshot date 31 March 2019

### Introduction

Anthem 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 continue to address 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.

Reporting details	Male	Female	Total	Gender pay gap (%)
Total employees	231	887	1118	n/a
Mean hourly rate	20.77	16.57	n/a	20.22
Median hourly rate	19.36	13.20	n/a	31.82
Mean bonus gender pay gap (over 12 months)	0	0	n/a	0
Median bonus gender pay gap (over 12 months)	0	0	n/a	0
Number of employees 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	280	246	34	88	12
Lower middle	280	242	38	86	14
Upper middle	279	208	71	75	25
Upper	279	190	89	68	32

## Highlights

- We are pleased to report a further reduction in our gender pay gap of 0.38 percentage points.
- The composition of our workforce remains broadly similar to 2018.

We continue to 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 further to 71%.
- 70% of our headteachers are female, an increase of 1 percentage point.
- 70% of our deputy headteachers/vice-principals are female, an increase of 2 percentage points.

## Understanding our gap

Anthem Schools Trust is a multi-academy trust of 11 primary and five secondary schools serving diverse communities in the East Midlands, London and the Thames Valley. Our core values are integrity, collaboration and excellence. These values reflect the culture we want to achieve throughout our organisation, from the boardroom, throughout our workforce and to every classroom in our schools.

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

Role	School type	% male	% female
Trustees	n/a	29	71
Education Executive Team	n/a	40	60
Headteachers	All	30	70
	Primary	20	80
	Secondary	60	40
Deputy Head/Vice-Principal	All	30	70
	Primary	0	100
	Secondary	50	50
Teachers	All	28	72
	Primary	11	89
	Secondary	38	62
Support Staff	All	12	88
	Primary	5	95
	Secondary	22	78

<sup>1</sup> We have calculated these figures using a basic methodology and the result 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. The data doesn't take account of the fact that men and women may be in different roles. For the Trust, the overall pay gap reflects workforce composition rather than pay inequalities.

Within the education sector, it is common for a high proportion of the workforce to be female. The Trust has a 21% male and 79% 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 – 88% of our support staff are female. We also note that we have a low representation of male teachers (28%), particularly in the primary phase (11%).

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?

Anthem 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.

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, including promoting flexible working opportunities. 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 were significantly restructured in April 2019, in accordance with the national pay agreement (National Joint Council for Local Government Services). The pay award was bottom loaded, with the lowest pay points increasing by more than 9%, reducing to 2% for the highest pay points.

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 Anthem Schools Trust.

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

**Date:** 17 February 2020