

Gender Pay Gap Report

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Audience: Trustees and Senior Leaders, Public Document published on Website
Aim of Report: Provide an analysis of current Gender Gaps in Pay. Provide Recommendations for action.

Introduction

In accordance with the Equality Act (2010) – Gender Pay Gap Information, any employer with 250 or more employees must report its Gender Pay gap annually (Regulations 2017). The data in this report is for the period April 2022 to March 2023 and is captured as of 31st March 2024.

1a. Context

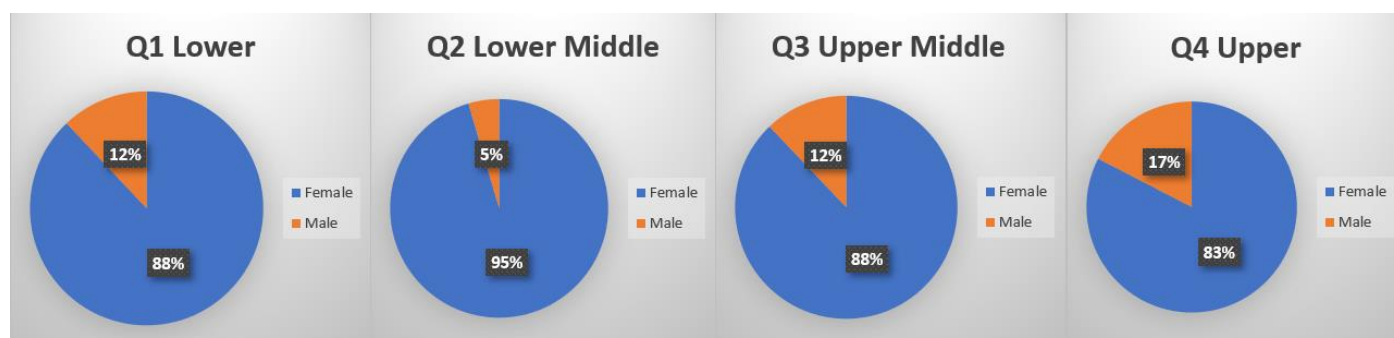
Evolution Academy Trust was established in 2012, and consists of 12 primary schools in Norfolk and Suffolk. It employs 529 employees, working with approximately 3,400 children.

Evolution Academy Trust operates across 12 primary school sites and 1 central team office. In-line with similar organisations within the primary education sector, we employ significantly more female than male staff.

The table and charts below show the number and percentage of males and females within each pay quartile.

Pay quartiles	Male	Female	Total	Male %	Female %
Lower (Q1)	16	117	133	12	88
Lower middle (Q2)	6	126	132	4.5	95.5
Upper middle (Q3)	16	116	132	12.1	87.9
Upper (Q4)	23	109	132	17.4	82.6
Total	61	468	529	11.5	88.5

Table 1: The number and % of male and female employees by quartiles.



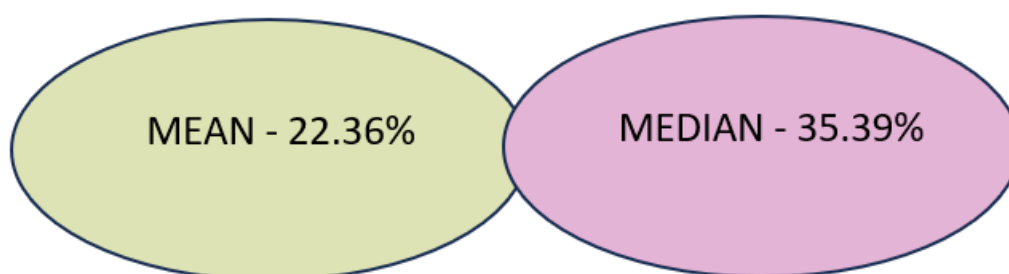
1b. Calculating the percentage of men and women in each hourly pay quartile.

The methodology for calculating the gender pay gaps is clearly defined by the Government, which allows for consistency and benchmarking within and across sectors and industries. The following results have been calculated in line with this methodology.

1c. The Results – mean and median

The Gender Pay Gap is based on the relevant data as of 31st March 2023 covering all schools and centrally based staff and whilst we continue to report a gender pay gap, we remain confident that all our staff are paid appropriately, within the specified pay ranges and equivalent job roles across the Trust, and that the steps we are taking will continue to impact beneficially over time. Our gap has not reduced significantly in the last 12 months, meaning we must do much more.

The mean (average) gender pay gap using hourly pay:



1d. Mean Gender pay gap per quartile:

A further breakdown of the mean above, through analysis of average hourly salaries, provides evidence that the gender pay gap is more nuanced and as table 2 demonstrates, it becomes increasingly significant in Q3 and Q4.

Average of hourly salary by gender and quartile			
Pay quartiles	Female	Male	Mean pay gap
Lower (Q1)	10.53	10.75	2.02%
Lower middle (Q2)	11.36	11.35	-0.06%
Upper middle (Q3)	15.99	17.90	10.68%
Upper (Q4)	27.19	31.72	14.28%
Total	15.99	20.59	22.36%

Table 2: pay quartiles for male and female employees.

- Table two indicates that similar hourly rates are in place for the lower two pay quartiles, but as salaries increase in Q3 and Q4, the gap between male and female employees increases.
- In our educational context, these are roles focused on teaching, leadership and executive functions and therefore remain a strong focus for our work.

1e. Our continued actions for 2024 and beyond:

We remain committed to taking the necessary actions to ensure that we treat everyone fairly and reduce this gap to zero. We are also minded to take note of the six 'effective actions' based on research from [the Government Equalities Office](#) such as:

1. Include multiple women in shortlists for recruitment and promotions.
2. Use skills based assessment tasks in recruitment.
3. Use structured interviews for recruitment and promotions.
4. Encourage salary negotiations by showing salary ranges.
5. Introduce transparency to promotion, pay and reward processes.
6. Appoint diversity managers and/or diversity task forces.

As a result of suggested practice, our previous actions and our desire to rapidly improve even further, our current actions include:

- We work hard to raise the profile and awareness of gender Pay Gaps and discuss our reports and actions with all key stakeholders.
- We ensure induction and annual mandatory training for all employees on equality, diversity, and inclusion. This means all interview panel members are EDI trained.
- We continue to refine and improve our recruitment policies, promote flexible working, procedures to ensure unconscious bias is something all recruiters are aware of with diverse interview panels, adapting language (e.g. reducing masculinity) and developing skills based assessments.
- We embrace and continually review our workplace flexibility at all levels of the organisation, including part-time working, flexible working adjustments and job sharing.
- We continue to review our before and after-school provision and child-care arrangements for employees.
- We offer considerable collaborative working across networks of headteachers, office managers, other roles including well-being coordinator.
- We apply nationally agreed pay rates and scales across our schools and central team which apply equally to male and female employees.
- To develop a mentoring scheme to support career progression, self-confidence and personal/professional development.
- We continue to engage with key stakeholders including unions to develop and improve all of our policies.

All staff and children benefit from our supportive and collaborative ethos across Evolution Academy Trust and everything we work towards is about improving the life chances of our children and we must therefore ensure that we support, encourage and value the incredible work of our employees. It is therefore critical, that we continue to work with all key stakeholders to reduce the Gender Pay Gap further and the actions above remain our strong focus.

Dr Craig Avieson – CEO