

Evolution Academy Trust

Gender Pay Gap Report – 31 March 2020

Context

Evolution Academy Trust was established in 2012, and consists of 12 primary schools in Norfolk and Suffolk. It employs 712 staff, working with c3,750 children.

At Evolution, everyone is paid for the role they perform and their performance in that role. Salaries assessed based on:

- the nature of the post and level of responsibility
- the qualifications, skills and experience required
- market conditions
- the wider Trust context
- other material differences between posts
- any requirements of the School Teacher’s Pay and Conditions Document or, for support staff, relevant job evaluation schemes based on the National Conditions of Service for Local Government Staff (the Green Book).

Evolution employs significantly more female than male staff, which especially in primary schools is typical of the education sector.

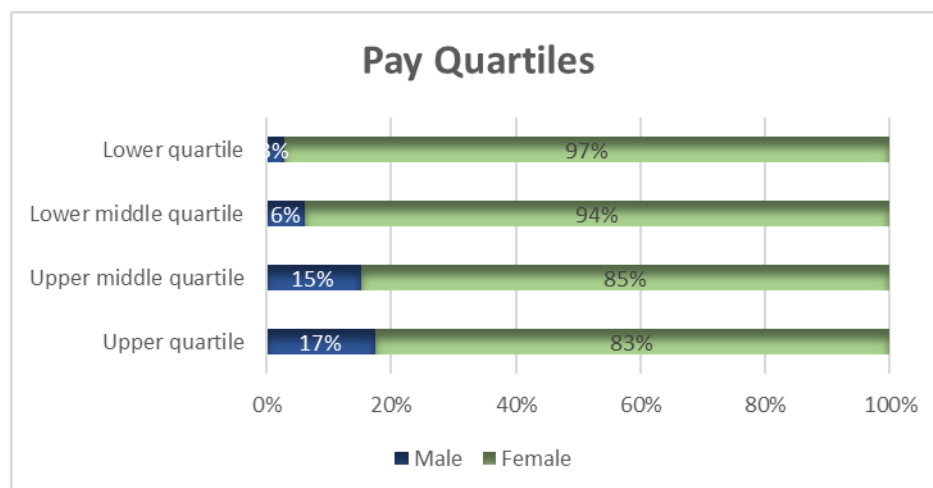
Gender Pay Reporting

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.

Mean gender pay gap	21.25%
Median gender pay gap	21.08%
Mean bonus pay gap	n/a
Median bonus pay gap	n/a
Proportion of males receiving a bonus	n/a
Proportion of females receiving a bonus	n/a

Pay quartiles	Male	Female	Total	Male %	Female %
Lower	5	173	178	3%	97%
Lower middle	11	167	178	6%	94%
Upper middle	27	151	178	15%	85%
Upper	31	147	178	17%	83%
Total	74	638	712	10%	90%



Conclusions and Actions

As a trust, we have become more effective at tracking the trends and using Benchmarking information across pay. The first focus of this work over the last year has been in improving the consistency of systems and improving the consistency of pay grading across all roles. We have also used central resources to affect a more centralised approach to filling posts. The strategies we have used to affect change in gender imbalance have been present but weaker compared to the focus on consistency and compliance in practice. We are in a stronger position moving into 2021-2022 to promote strategies which address the gender gap evident across the trust.

The reporting shows us that we have an unacceptable gap especially at the higher and middle quartiles with higher averages of men represented in the leadership higher pay bands than the average % of women.

We recognise the powerful work and conclusions in the report by the Government and Equalities office: ‘Reducing the gender pay gap and improving gender equality in organisations: Evidence-based actions for employers’ when forming our strategy moving into the academic year 2021-2022. Our four priority actions this year will include:

Recruitment Process Focus: A focus and re-structuring of the recruitment process including: careful structuring of the shortlisting process, skill-based assessment, structured interviews and encouraging salary negotiation where applicable.

Awareness Training for Staff at all levels: Provide awareness training for all levels including a clear focus on unconscious bias training and diversity training.

Support for barriers: Improve workplace flexibility where possible and encourage uptake of shared parental leave, offer mentoring programmes within schools via leadership

Leadership: Set and monitor internal targets and ensure that the gender gap and equalities work is present on Trustee agendas. Ensure full understanding of the reasons for the pay gap by asking questions regarding rates of leaving the trust for each gender, performance scores via gender, part time responsibilities and feed the results of these into the priorities.