

Gender Pay Gap Report 2021- EXTERNAL

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Aim of Report: Provide an analysis of current Gender Gaps in Pay. Provide Recommendations for action.

Executive Summary

The Gender Pay Gap across the trust has reduced significantly this year compared to the previous year and is lower than the National Average Gap in Education. As a trust we aim for the Gender Pay Gap to be 0. We present more than the basic required information in this report which aims to show the causes of the gap to enable our actions to be targeted effectively. Areas shown by the analysis to need focussed action include the equality of access to promotion and ensuring that equal pay is implemented for equal roles. The Actions identified will be tracked throughout the year through the People Committee.

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1. Reporting the Results: Gender Pay Gap Report calculations

2022 Report (March 2021 data)

1a. Context

Evolution Academy Trust was established in 2012, and consists of 12 primary schools in Norfolk and Suffolk. It employs 763 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.

1b. Data preparation

- Data was extracted from the March 2021 payroll record.
- Out of scope (casual) staff were removed.
- Basic pay hourly rates were calculated and then adjusted to include regular allowances (TLR/SEN) to show total hourly rate for relevant employees.

1c. Calculating the percentage of men and women in each hourly pay quarter

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.

Evolution Academy Trust has 763 full-pay relevant employees.

Having:-

- sorted them by highest hourly pay to the lowest hourly pay
- divided the list into four hourly pay quarters
- checked that employees on the same hourly pay are distributed as evenly as possible by gender where they cross the quarter boundaries

1d. The Results

The mean (average) gender pay gap using hourly pay (Table 1)

	Result 2020 Reporting	Result 2021 Reporting
Mean gender pay gap	21.25%	13.56%
Median gender pay gap	21.08%	14.63%
Mean bonus pay gap	n/a	n/a
Median bonus pay gap	n/a	n/a
Proportion of males receiving a bonus	n/a	n/a
Proportion of females receiving a bonus	n/a	n/a

Analysis of Gender by Pay Quartiles

Results 2020 (Table 2)

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		

Results 2021 (Table 3)

Pay quartiles	Male	Female	Total	Male %	Female %
Lower	18	173	191	9.4	90.6
Lower middle	16	175	191	8.4	91.6
Upper middle	22	169	191	11.5	88.5
Upper	31	159	190	16.3	83.7
Total	87	676	763		

% of Women and Men at each Role in the Trust (Table 4)

	Classroom teacher		Other Leadership		Headteachers	
	Women	Men	Women	Men	Women	Men
National	87%	13%	82%	18%	74%	26%
EAT 21	85%	15%	71%	29%	75%	25%

2. Summary of Results

Headlines

The Gender Pay Gap across the whole trust has reduced significantly this year but is still large for both the median and the mean measure. We aspire for this figure to be 0.

3a. Actions to be taken

Objective	Actions
1. Ensure that People are paid for the role they undertake and there is equity across the Trust. Establish transparency and clarity of role for Senior Leadership Positions across the trust.	<ul style="list-style-type: none"> Undertake benchmarking, Job description reviews and Re-calibrate salaries where appropriate.
2. Ensure that there is equality of opportunity for promotions	<ul style="list-style-type: none"> Review the Recruitment Process to include the recommendations below. Establish a consistent recruitment process across all schools. Raise awareness of the Gender Gap issue across the schools. Monitor the recruitment process post appointment to check for bias. Provide bias training for senior leaders.
3. Develop a culture within the organisation which creates equality of opportunity at all levels of pay.	<ul style="list-style-type: none"> Refine the policies and processes across HR to integrate the recommendations below.

3b. Recommendations

Recruitment Actions – Objective 2

- Review recruitment materials and process to ensure they do not include any [gendered perceptions](#) and/or biases that might inadvertently lead to a less diverse field of applicants - tools such as a [gender decoder](#) can help to check for any bias in recruitment materials
- Review ways to ensure interview panels are as diverse as possible. Ensuring interviewers are diverse can help to minimise the impact of unconscious bias

Organisational Culture – Objective 3

- Review approaches to flexible working and consulting employees as part of the process. Ensure [flexible working opportunities](#)/policies are also available for senior leaders, where possible. This could include job shares, part-time work, or phased retirement
- Review and plan actions to retain more women leaders following maternity leave
- Considering opportunities to offer childcare facilities on our own or with partners
- Considering opportunities to offer mentoring systems for aspiring leaders from protected groups
- Remove the request for a current salary from recruitment materials and requests for references. Asking for the candidates' current salary can undermine other diversity, equality and inclusion initiatives being undertaken.
- Ensure the Trust's core values support equality, diversity, and inclusion. This should result in a culture of inclusion and allow for open conversations around these issues so women at all levels have the opportunity to contribute and suggest solutions.
- Work with staff to help them develop their [skills of negotiation](#) to have pay conversations.
- Avoid defensiveness and work with our female employees to explore answers to the issues highlighted in this report.
- Seek to work collaboratively across local authorities and/or trusts, and with sector organisations to mentor and support leaders to address their gender pay gap.