

Gender Pay Gap Report 2021

Introduction

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 requires employers with 250 or more employees to publish annual statutory calculations to outline the pay gap between male and female employees. As the Trust is a public sector body, a data capture date of 31 March applies for each reporting period.

The calculations compare hourly rates of pay for male and female staff across the workforce and organisations are required to report the following:-

- the average gender pay gap expressed as a mean and median average;
- the average bonus gender pay gap expressed as a mean and median average;
- the proportion of male and female employees receiving a bonus payment;
- the proportion of male and female employees in each quartile pay band when employees are divided into four groups and are ordered from lowest to highest.

As the data snapshot period for this analysis is 31 March 2021 and Frimley Church of England Junior School joined the Trust on 1 April 2021, this strand of the Trust workforce are not included.

2021 Gender Pay Gap Results

- The mean gender pay gap is 14.57% - £22.72 per hour for males and £19.41 per hour for females.
- The median gender pay gap is 18.06% - £24.20 per hour for males and £19.83 for females.
- No bonus payments were awarded within this period and as such there is no data to report for these categories.

<u>Gender Pay Quartiles</u>					
Band	Males		Females		Description
A	24	19.20%	101	80.80%	Includes all employees whose standard hourly rate places them at or below the lower quartile.
B	35	27.78%	91	72.22%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median.
C	40	31.75%	86	68.25%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile.
D	53	42.06%	73	57.94%	Includes all employees whose standard hourly rate places them above the upper quartile.

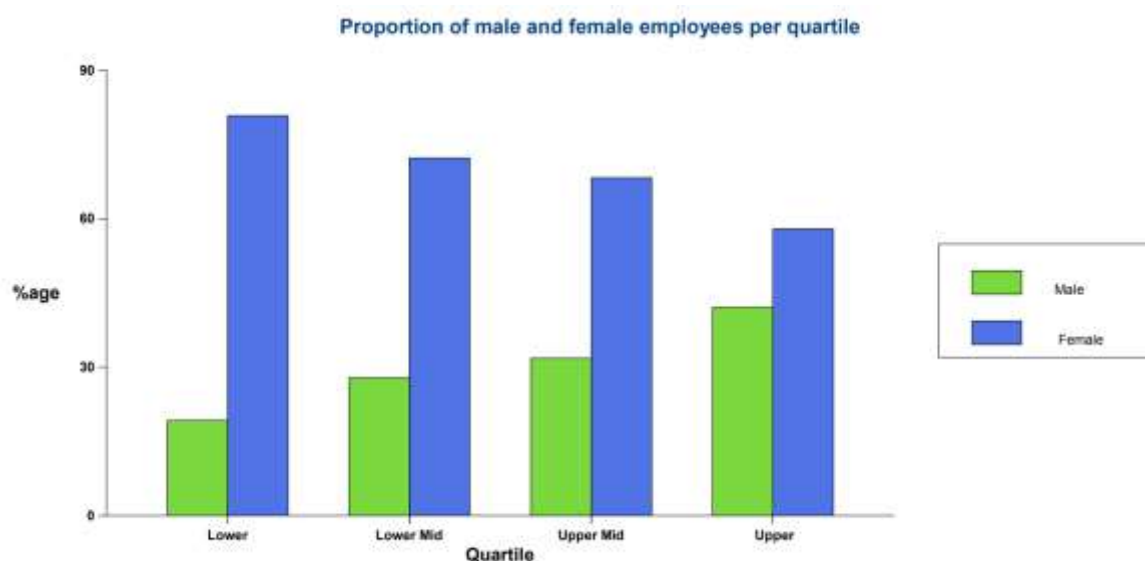
The gender pay quartile information has been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Analysis

The Trust gender pay gap on 31 March 2020 was 16.71% in mean terms and 25.64% in median terms, so the results for 2021 have improved at 14.57% for the mean gender pay gap and 18.06% for the median gender pay gap.

The Trust remains confident that the gender pay gap does not originate from paying men and women differently for the same or equivalent work. Trust salary scales for teaching and support staff follow national/sector specific reward frameworks, with starting salaries and performance increments both consistently and fairly applied.

The gender pay gap within the Trust continues to result from the roles that male and female staff undertake and the associated hourly rate, as illustrated by the below graph.



The 2021 workforce data included 503 employees, 152 males (30.2%) and 351 females (69.8%). Although this represents an increase of two females from the 2020 reporting period, in order for there to be no gender pay gap there would need to be an equal ratio of males to females within each quartile band.

There are 159 female employees and 93 male employees within the highest two gender pay quartiles (Bands C – D), but the significantly higher number of females in the lowest two pay quartiles results in the gender pay gap only recording a marginal decrease overall for the reporting period.

The majority of the roles that female employees elect to undertake within the Trust are the lower paid administrative positions, many of which offer term-time working. Additionally and as noted within the 2018 data report, the lower quartile continues to include circa thirty individuals undertaking the role of cleaning assistant at The Sixth Form College Farnborough and only one of these employees is male. The majority of local educational establishments, including the Trust in terms of its wider Academy portfolio, outsource the cleaning operation and these lower paid staff do not then form part of the gender pay calculation.

The core senior leadership teams at The Sixth Form College Farnborough and Tomlinscote School are diverse in terms of both male and female employees. Catherine Cole leads the College team and her core team consists of two female and two male Assistant Principals, with representation at the Director tier of leadership not yet as balanced with two females and four males respectively. Rob Major leads the School senior leadership team and this consists of one female Vice Principal, three female Assistant Principals and two male Assistant Principals.

In terms of the curriculum departmental leadership tier, Tomlinscote School had circa 47% female representation at this level and The Sixth Form College Farnborough was comprised of circa 56% female employees within the respective reporting period. Support staff management within the largest Trust Academy workforce (The Sixth Form College Farnborough) continues to have strong female representation with circa 80% of leadership roles filled by females.

The Trust Executive consisted of four male (including the Chief Executive Officer) and two female employees within this reporting period, but female leadership representation was much higher within the Trust core service strands (HR/Financial Services/Estates/Career) with 80% of senior leadership posts held by females.

Summary Conclusions / Future Action Plan

In April 2021, the Office for National Statistics confirmed that the mean gender pay gap across the UK was 15.5% in favour of male employees, with analysis by the BBC outlining that the overall gender pay gap in the education sector was closer to 26%. A mean gender pay gap of 14.57% for this reporting period evidences that the Trust is performing above average for the UK and significantly above average for the education sector. A review of some local education establishments further validated this view, with mean pay gap results of 26.4% & 23.2% respectively.

Whilst progress is evident and female representation is now strong at many leadership tiers, there is still much to consider and the Trust cannot be complacent. The current workforce consists of almost 70% female employees and a high proportion undertake the critical but lower paid support staff roles, many of which are legitimately only required on a term-time only basis.

The Trust is confident that male and female employees receive equal and fair pay for the same work. To achieve greater gender pay parity the balance of male employees in lower paid support staff roles would need to increase, whilst also increasing the proportion of females within the highest paid teaching and support staff roles. Whilst this is the ambition for the Trust, societal norms continue to result in female employees with caring responsibilities valuing the diverse and unique role opportunities that the education sector is able to offer on a term-time only basis. The Trust approaches this ongoing challenge with a degree of realism in terms of the limited influence that it is able to have over some of these individual choices, but remains committed to actively seeking to understand and remove any remaining barriers that inhibit female candidates joining and/or progressing within the Trust.

The Covid-19 pandemic and HR staff turnover regrettably slowed progress, but the following remain a core focus for the Trust and signify a commitment to drive further improvements:-

- Regular analysis, monitoring and reporting will be undertaken to further understand the true extent of the gender pay gap and any other initiatives that may be required to support employees, specifically with respect to the proportion of male and female employees in the following categories:-
 - external candidates applying to join the Trust;
 - internal candidates applying for promotion opportunities within the Trust;
 - turnover information, including the associated reasons for leaving;
 - gender mix within each role and pay band;
 - opportunities for training and continued professional development;
 - number of employees that return to their original role after a period of maternity or parental leave.
- A review of the overall recruitment process and candidate experience, with a view to removing any unintended bias and/or barriers within this process.
 - In addition to safer recruitment training, the Trust will always seek to ensure a diverse interview panel, including an appropriate gender balance.
 - Attend local careers events to raise awareness within the wider community of the diverse range of employment opportunities within the Trust.
- Engage with staff that have taken a period of maternity or parental leave in order to understand any perceived or real barriers that may inhibit progression when returning to work.
- Whilst Trust learners are always at the centre of decision-making, flexible working arrangements and the overall process should be subject to review, with a view to eradicating any perceived or real barriers that still exist. The pandemic demonstrated that many roles remain highly effective when undertaken via a hybrid location or work pattern and the Trust will seek to embrace this in the future.
- Implement a succession planning and talent management programme to identify and support individuals that have the required behaviours/skills to progress within the Trust, including a programme of coaching and mentoring where appropriate.

These initiatives will not immediately resolve the gender pay gap and it may be several years before some have any impact at all. The Trust remains committed to reporting what it is doing to reduce the gender pay gap and our progress.

The Prospect Trust is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. Employees should receive equal pay for the same or equivalent work, regardless of their sex (or any other protected characteristic set out above).

The Trust is committed to building an inclusive place to work and an environment within which every individual has an equal opportunity to succeed. On behalf of the Trust Board, the Trust Executive and Academy leadership teams will continue to work collaboratively to create a gender-balanced and representative workforce overall, seeking to break down and address any stereotypical attitudes that inhibit progress.

Becky Young
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