

Gender Pay Gap Report 2019

The North Essex Multi-Academy Trust as an employer is required by law to carry out Gender Pay Gap Reporting in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The overall gender pay gap is defined as the difference between the mean (average) or median (actual midpoint) hourly rate of pay of male and female employees.

The basis for calculation of hourly pay rates for teachers in this analysis is the 1265 hours that are designated as 'directed time' under the School Teachers Pay and Conditions Document (STPCD). In addition to directed time the STPCD requires that 'a teacher must work such reasonable additional hours as may be necessary to enable the effective discharge of the teachers' professional duties.' We do not collect data on the actual additional hours worked by teaching colleagues to deliver these professional duties, but we fully recognise that our staff routinely work well in excess of the directed time that forms the basis of this analysis. If captured, this data would have an impact on the calculation of the 'true' hourly rates and the differential pay gaps across the Trust.

The results of these statutory calculations across all staff across all three schools in the Trust at 31 March 2019 compared to results from previous years, are as follows:

Mean and Median Pay

	2017	2018	2019
Mean Pay Gap	20.25%	19.38 %	17.90 %
Median Pay Gap	34.51%	35.79%	36.77 %

According to the Office of National Statistics, the overall UK mean gender pay gap among all employees fell from 17.8% in 2018 to 17.3% in 2019, which means that the North Essex Multi-Academy Trust's mean pay gap across all staff is now broadly in line with the national average.

The above figures indicate that across teaching and associate staff, on average female employees receive lower pay than male employees. However, the mean pay gap has decreased since 2017.

Proportion of males and females in each Quartile Pay Band

	2017		2018		2019	
	Men	Women	Men	Women	Men	Women
Lower Quartile	18.18%	81.82%	21.9%	78.1%	25.4%	74.6%
Lower Middle Quartile	18.00%	82.00%	13.3%	86.7%	11.3%	88.7%
Upper Middle Quartile	22.00%	78.00%	23.8%	76.2%	24.56%	75.44%
Upper Quartile	32.67%	67.33%	29.8%	70.2%	30.43%	69.57%

The above figures indicate that the North Essex Multi-Academy Trust has a much higher proportion of women in all quartiles. The spread of women and men across each of the quartiles however is broadly similar. The percentage of women in the lower quartile is decreasing.

The Trust uses pay scales for all teachers that are aligned to the School Teachers' Pay and Conditions document, which is reviewed on an annual basis. Staff move through the pay scales in line with performance related criteria.

For associate staff the Trust uses pay scales set by the National Joint Council for Government Services. Staff move through the pay scales for their grade in line with performance related criteria until they reach the top of their contractual pay range.

No bonuses were paid to staff for the reporting period.

Breakdown of gender pay gap across North Essex Multi-Academy Trust

Because of the disparate range of salaries across the spectrum of associate staff and teaching staff, and the difference in the way of calculating hourly rates for teachers and associate staff (over 1265 hours for teachers and over 52 weeks for associate staff), the Trust has further analysed the figures separately for teachers and associate staff:

Teaching Staff

	2017	2018	2019
Mean Pay Gap	9.59%	10.6%	8.39%
Median Pay Gap	4.96%	3.55%	4.98%

	2017		2018		2019	
	Men	Women	Men	Women	Men	Women
Lower Quartile	21.43%	78.57%	20.93%	79.07%	26.19%	73.81%
Lower Middle Quartile	27.91%	72.09%	25.58%	74.42%	20.93%	79.07%
Upper Middle Quartile	27.91%	72.09%	27.91%	72.09%	26.19%	73.81%
Upper Quartile	32.56%	67.44%	32.56%	67.44%	39.53%	60.47%

Associate Staff

	2017	2018	2019
Mean Pay Gap	6.28%	10.27%	1.37%
Median Pay Gap	0.00%	-3.65%	-4.22%

	2017		2018		2019	
	Men	Women	Men	Women	Men	Women
Lower Quartile	20.34%	79.66%	22.03%	77.97%	29.17%	70.83%
Lower Middle Quartile	17.54%	82.46%	10.17%	89.83%	15.27%	84.73%
Upper Middle Quartile	17.54%	82.46%	13.56%	86.44%	13.88%	86.12%
Upper Quartile	18.97%	81.03%	20.00%	80.00%	21.92%	78.08%

Separate analysis of teaching and associate staff pay demonstrates mean gender pay gaps of 8.39% and 1.37% respectively which are both significantly below the UK average of 17.3%. Similarly, median gender pay gaps are 4.98% and -4.22% respectively. Therefore within the two different categories of staff who are paid under different nationally set terms and conditions, the gender pay gap is significantly reduced (teachers) or virtually eliminated (associate staff).

Separate analysis of teaching and associate staff still indicates that the Trust has a much higher proportion of women in all quartiles but again the spread of male and female staff across all four quartiles is relatively even.

Supporting Statement

The North Essex Multi-Academy Trust operates as an equal opportunities employer and does not discriminate in any way (as defined by the Equalities Act 2010 and other relevant legislation), regarding recruitment, performance management and employee career development opportunities. The Trust does not have any variation in pay between female and male staff undertaking the same role.

The majority of staff roles in the Trust, particularly for associate staff, are part-time, either aligning closely to the hours of attendance of pupils or for part of that time. This includes the number of hours worked per week and also the number of weeks worked per year. Whilst this impacts on average

salaries with part time roles generally carrying less responsibility and subsequently a lower salary, the family friendly employment opportunities offered by the Trust influence the decision of applicants and the continuation of employment of our (predominantly female) staff. The overall gender pay gap therefore reflects workforce composition and personal working pattern choices rather than gender pay inequality.

The Trustees have reviewed this data and will consider the progress made on reducing the gender pay gap regularly.