

# Gender pay reporting

## Introduction

CfBT Schools Trust is required to report on the Trust’s gender pay gap. Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

This report provides further analysis, beyond the statutory reporting requirements, and aims to identify areas for focus and improvement for the future as we, along with many employers in the UK, prepare to tackle and reduce our current gap.

## The pay gap data

The information we are required to report relates to the following areas:

- The gender difference between the mean hourly rate of pay as a %.
- The gender difference between the median hourly rates of pay as a %.
- The gender difference between mean bonus pay over the preceding 12 months as a %.
- The gender difference between median bonus pay over the preceding 12 months as a %.
- The proportion of male & female employees who received a bonus during the last 12 months.
- The proportion of male and female employees in each of the four quartiles of the pay range.

Data was captured on 31 March 2017.

Reporting details	Male	Female	Total	Gender pay gap (%)
Total employees	254	949	1203	N/A
Mean hourly rate	20.07	15.63	N/A	22.10
Median hourly rate	18.77	12.82	N/A	31.7
Mean Bonus Gender Pay Gap (over 12 months)	N/A	N/A	N/A	22.60
Median Bonus Gender Pay Gap (over 12 months)	N/A	N/A	N/A	22.60
Number of staff receiving a bonus	2	2	4	N/A
Percentage (%) of employees who received a bonus	0.79	0.21	N/A	0.58

### The proportion of men and women in each pay quartile

Quartile	Employees in each quartile	Number of female employees	Number of male employees	% of female employees	% of male employees
Lower	256	230	26	90	10
Lower middle	255	219	36	86	14
Upper middle	255	195	60	76	24
Upper	255	180	75	71	29

### Understanding our gap

CfBT Schools Trust is a multi-academy trust of 11 primary and five secondary schools in the East Midlands, London and the Thames Valley with a vision to transform lives by improving education in the diverse communities that we serve.

To understand our pay gap in more detail, we have analysed our pay progression statistics broken down by gender, our pay gap by role type and the number of staff working in different roles across our Trust<sup>1</sup>.

Role	School type	% Male	% Female
Trustees		67%	33%
Education Executive Team		40%	60%
Headteachers	All	31%	69%
	Primary	27%	73%
	Secondary	40%	60%
Deputy Head/ Vice Principal	All	31%	69%
	Primary	0%	100%
	Secondary	56%	44%
Teachers	All	26%	68%
	Primary	9%	82%
	Secondary	36%	60%
Support staff	All	13%	87%
	Primary	6%	94%
	Secondary	22%	78%

<sup>1</sup> We have calculated these figures using a basic methodology and the results are approximates.

The Gender Pay Gap is a high-level indicator of male and female earnings which is affected by workforce distribution and workforce make-up. For the Trust, the overall pay gap reflects workforce composition more than pay inequalities.

Within the education sector, it is common for a high proportion of the workforce to be female. The Trust has a 21% male and 79% female workforce. It is also common across the sector for a high proportion of females to be in support staff roles which are, typically, lower paid roles than leadership or teaching posts – 87% of our support staff are female and 13% are male. This is also highlighted by the quartile statistics above.

It is important to note that all our posts are aligned to nationally agreed pay scales and our male and female staff in each school are paid within the same pay band for the same job role. When we look at the pay gap by role type, there is a much smaller pay gap between male and females (for example 5% for teachers and 9% for support staff).

We are proud of the fact that we have strong female representation in our leadership posts: 60% of our Trust Education Executive Team are female, 69% of our headteachers are female and 69% of our deputy head and vice principals are female. There is a pay gap of 14% across leadership roles but the calculations do not account for London weighting or the difference in seniority of leadership roles. We do also note that we have a low representation of male teachers (28%), particularly in the primary phase (10%).

## How are we going to address our gap?

CfBT Schools Trust is committed to the promotion of equality of opportunity and choice for employees and supports the fair treatment of all staff irrespective of gender through our transparent recruitment processes, pay policy and professional development.

For an action plan, we will monitor this data on an ongoing basis, as growth and change within the Trust may alter the data by the next reporting date.

We will add a specific equality agenda point to our Education Executive Team meetings to analyse this gender pay gap data at regular intervals throughout the year, in addition to other equality data. The Trust will set equality objectives across the Trust linked to this data.

It is recognised that under TUPE processes the Trust has no control over the staffing complement where academies join the Trust. However, the Trust will consider any relevant gender inequality when advertising future posts. The Trust is also supporting leadership development programmes for those aspiring to middle and senior leadership to further support equal access to progression for all staff.

This initial report and its data provides a baseline for the Trust to compare to in future years to identify any trends and whether or not the actions identified above are having an impact.

### Declaration:

I confirm that the above information has been prepared from our payroll data on the snapshot date and fairly represents the Gender Pay Gap information for CfBT Schools Trust.

**Name:** Andy Yarrow, Chief Executive Officer

**Date:** 28 March 2018