

UNITY SCHOOLS PARTNERSHIP – GENDER PAY GAP REPORT

INTRODUCTION

New legislation issued in 2018 requires all employers in the UK with 250 employees or more must report on their gap in gender pay, based on statutory calculations. Unity Schools Partnership have welcomed this additional opportunity to report on its workforce and proactively share their statistics.

The Gender Pay Gap reporting provides a snapshot of the gender balance within an organisation. It measures the difference between the earnings of all male and female employees, irrespective of their role or seniority.

Unity Schools Partnership employs significantly more females than males, which is not unrepresentative within the Education, teaching and support staff sector. Our gender pay gap results should therefore be considered with this in mind as the predominance of females to males has a significant influence on our overall general pay gaps.

Furthermore, the split between males and females in Primary Schools is yet further stretched as there are far fewer men in Primary schools than in Secondary schools.

GENDER PAY REPORTING

The Government provide very clear guidelines on how to calculate the pay gaps, this allows for greater consistency as well as an opportunity to benchmark against other similar organisations as well as different industries.

The following results have been calculated in line with the mandatory requirements:

	2019	2020
Mean gender pay gap	29.5%	27.9%
Median gender pay gap	45.1%	43.8%
Mean bonus pay gap	0%	0%
Median bonus pay gap	0%	0%
Proportion of males receiving a bonus	0%	0%
Proportion of females receiving a bonus	0%	0%

2019	Upper Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile
% of Males in Quartile	34.5% (33.7%)	19.8% (20.3%)	13.8% (12.8%)	4.9% (13.0%)
% of Females in Quartile	65.5% (66.3%)	80.2% (79.7%)	86.2% (87.2%)	95.1% (87.0%)

FURTHER ANALYSIS

The above results are those which must be published as per current legislation, the following information can also be drawn from the statistics and helps to put more perspective around the results for Unity Schools Partnership.

	2018	2019	2020
Total Number of Males	240	275	254
Total Number of Females	938	1102	1137

The changes in this table represent the growth of the Trust, but it is important to realise the significant difference in the numbers of male and female staff currently employed.

The following table shows the trends in the Pay Gap reporting over the last three years, with an estimate of the position for 2021 (based on 2019/20 data).

	2018	2019	2020	2021
Mean gender pay gap	35.3%	29.5%	28.3%	
Median gender pay gap	52.5%	45.1%	47.7%	

The following analysis provides a breakdown of the pay per hour for Executive, Headteachers, Teachers and Support Staff. For the purposes of this analysis, we are only looking at the Mean averages.

	2018 – Mean Hourly Rate of Pay		2019 – Mean Hourly Rate of Pay		2020 – Mean Hourly Rate of Pay	
	Males	Females	Males	Females	Males	Females
Executive Pay	£50.67	£33.60	£57.27	£40.79	£61.64	£44.25
Headteacher Pay	£40.40	£38.49	£41.01	£40.36	£43.87	£39.08
Teachers' Pay	£24.37	£21.59	£23.08	£21.16	£23.21	£21.37
Support Staff Pay	£9.60	£8.67	£10.47	£8.20	£12.30	£10.20

Unity Schools Partnership has adopted the national teacher and teacher leadership pay scales. Apprentices and interns are included in the teacher pay bottom quartile. Teachers on the main pay spine can increase their pay by undertaking additional responsibilities for teaching and learning and special educational needs. The Trust has adopted the nationally agreed pay scale for support staff salaries. Many of the support staff in the lower quartiles are term time only contracts, hence this will also impact the results.

BENCHMARKING

The Unity Schools Partnership gender pay gap is not too dissimilar to other Trusts of an equivalent size. The gap is larger when compared to larger trusts – this is reflective of the balance of primary schools and the greater number of females working within schools.

Name of Organisation / MAT	Employer Size	Mean Gap	Median Gap
UNITY SCHOOLS PARTNERSHIP	1000 to 4999	27.9%	43.8%
COMMUNITY ACADEMIES TRUST	1000 to 4999	24.3%	43.8%
GREENWOOD ACADEMIES TRUST	1000 to 4999	26.0%	38.0%
KENT CATHOLIC SCHOOLS' PARTNERSHIP	1000 to 4999	26.5%	53.4%
L.E.A.D. ACADEMY TRUST	1000 to 4999	30.1%	48.8%
STAR ACADEMIES	1000 to 4999	15.7%	19.9%
THE ACTIVE LEARNING TRUST LIMITED	1000 to 4999	40.0%	29.3%
THE WHITE HORSE FEDERATION	1000 to 4999	21.0%	46.0%
EBOR ACADEMY TRUST	1000 to 4999	18.8%	22.6%
OUTWOOD GRANGE ACADEMIES TRUST	1000 to 4999	25.1%	49.6%
HAMWIC EDUCATION TRUST	1000 to 4999	26.3%	28.5%
NICHOLAS POSTGATE CATHOLIC ACADEMY TRUST	1000 to 4999	18.4%	24.5%

CONCLUSIONS

Over the last 18 months to two years Unity Schools Partnership has sought to ensure that all support staff roles are correctly graded using appropriate tools, comparisons and benchmarking facilities.

As a Trust we seek to promote and recruit staff irrespective of gender and this is evidenced by the number of female staff in Senior Positions within the Trust.

The Executive Leadership Team is made up of three females and four males. Within the 22 Schools in the Trust, there are 14 female and 8 male Headteachers. In the 6 Secondary Schools there are three female and three male Headteachers, the Special School is run by a female and the Primary Schools split is 10 females and 5 male Headteachers.

Actions

The Equality & Diversity Committee met at the beginning of March to discuss the report and propose some actions as a direct response to the report.

- Women in Leadership Courses – look at courses on offer and find delegates who would like to attend.
- Mentoring and Coaching for women in middle leadership to be delivered by female senior leaders within the Trust.
- Explore what WomenEd can offer (Anne Grimstone from Castle Manor)
- Message for children in schools – boosting self-esteem / access to women in leadership
- *International Women's Day 2020 – next year, School based initiatives (perhaps tie in with World Book Day – to focus on women Authors).*
- Consider Equalities Act within every action in the Trust similar to “every leader is a leader of SEND”” every leader a leader of Equality”.