



GENDER PAY GAP REPORT – 31st March 2019

As an employer with over 250 staff, Avanti Schools Trust is required by law to carry out Gender Pay reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, to demonstrate how large the pay gap is between our male and female employees.

For the purposes of the Regulations, the definition of an employee includes anyone based in Great Britain and employed under a contract of employment, a contract of apprenticeship or a contract personally to do work (i.e. worker). This is a relatively broad definition and likely to include some consultants as well as workers on casual contracts.

Under the Regulations there is a requirement to report on the following 6 measures. All data was captured by AST HR/Payroll records as of the snapshot date of 31st March 2018:

- The difference in the mean pay of full pay men and women expressed as a percentage,
- The difference in median pay of full pay men and women expressed as a percentage,
- The difference in mean bonus pay of full pay men and women expressed as a percentage,
- The difference in median bonus pay of men and women expressed as a percentage,
- The proportion of men and women who received bonus pay and,
- The proportion of full pay men and women in each of four quartile bands.

We can use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.

Summary of Next steps to address its gender pay gap?

AST is not complacent and is committed to do everything that it can to reduce the gaps. However, AST also recognises that its scope to act is limited in some areas – it has, for example, no direct control over the subjects that individuals choose to study or the career and lifestyle choices that they make in relation to their working lives.

- AST has proposed a singular pay scale for all support staff across the whole Trust rather than continuance of various pay scales that have been adopted by each of the schools because of the local authority that they sat within. This will help support the removal of pay differentials as jobs rated equivalent under job evaluation will be paid at the same rate.



- AST will utilise a single job evaluation schemes rather than the multiple methods that are currently in operation across the various schools.
- AST has commenced the implementation of model job descriptions across its schools so as to reduce any differential in job evaluation results and therefore pay for slightly differing job roles.

In addition to the above AST will also work hard to increase the number of women in senior roles and we are committed to eliminate our Gender Pay Gap by 2023 by:

- Continuing to highlight and remove unconscious bias from our recruitment processes and encourage the internal promotion of our staff and providing challenge where appropriate
- Continually reviewing our pay progression and appraisal processes to ensure fairness and transparency, as well as recruitment, retention and motivation across the workforce
- Developing the leadership and management skills of our staff with particular focus on career development and management training for women and where possible to utilise the apprenticeships levy to support this
- Supporting personal development for all staff with specific emphasis on coaching and mentoring for women to enhance career development within the Trust
- Identify whether there are other barriers impacting on female employees specifically but not exclusively within support roles which is preventing them to progress to senior roles within the Trust

Hourly rate for teaching staff is calculated on a 1/1265th basis of the annual full-time salary.

Gender make-up



202 female employees



54 male employees

Mean gender pay gap in hourly pay (all staff)

GENDER	Number & % Gender Make Up	Mean Hourly Pay Rate
Female	202 (78.9%)	£16.94
Male	54 (21.1%)	£23.43
	GT – 256 employees	Difference per hour £6.49



This data was calculated by adding together all the hourly rate data on the snapshot date and dividing it by the number of employees in post during that time. This shows that, overall, female employees were paid 27.69% less per hour than their male counterparts. However, to put this in perspective, the difference per hour equated to £6.49 on the snapshot date. What is also apparent is that the lion's share of relevant employees, namely 78.9% (nearly four fifths) were female, whereas only 17.85% were male.

Mean gender pay gap in hourly pay (support staff only)

GENDER	Number & % Gender Make Up	Mean Hourly Pay Rate
Female	103 (81.75%)	£11.10
Male	23 (18.25%)	£17.94
	Total Support Staff – 126 employees	Difference per hour £6.84

This shows that, overall, female employees were paid 38.11% less per hour than their male counterparts. However, to put this in perspective, the difference per hour equated to £6.67 on the snapshot date. However, this is 10% more than the percentage difference compared to the whole workforce and more than twice the percentage difference compared to teaching staff. Nearly 82% (over four fifths) were female, whereas only nearly one fifth 18.25% were male. The percentage split between men and women does not differ significantly from the picture of the overall workforce for support staff.

Mean gender pay gap in hourly pay (teachers only)

GENDER	Number & % Gender Make Up	Mean Hourly Pay Rate
Female	99 (76.15%)	£23.02
Male	23 (23.85%)	£27.50
	Total Support Staff – 130 employees	Difference per hour £4.48

This shows that, overall, female employees were paid 16.32% less per hour than their male counterparts. However, to put this in perspective, the difference per hour equated to £4.48 on the snapshot date. The percentage difference is nearly half of the percentage difference lower than that of the whole workforce and is more than half lower when compared to support staff only.

Median gender pay gap in hourly pay (all staff)

GENDER	Number & % Gender Make Up	Median Hourly Pay Rate
Female	202 (78.9%)	£14.14
Male	54 (21.1%)	£21.15
	GT – 256 employees	Difference per hour £7.01



This data was calculated by listing in numerical order, from the smallest to the largest, the hourly pay rates for the staff employed during the snapshot period and selecting the middle value/hourly rate. The percentage difference in hourly rate is 37.71%. It is a less accurate average than the mean as it involves the mid-point in a list. This shows that, typically female employees receive lower pay than male employees. However, the difference per hour equated to £7.01 on the snapshot data. It shows that males are earning a higher hourly rate.

Median gender pay gap in hourly pay (support staff)

GENDER	Number & % Gender Make Up	Median Hourly Pay Rate
Female	103 (81.75%)	£9.96
Male	23 (18.25%)	£13.53
	Total Support Staff – 126 employees	Difference per hour £3.57

This shows that, female support employees receive lower pay than male support employees. However, the difference per hour equated to £3.57 on the snapshot data. It shows that males are earning a higher hourly rate. However, this can be explained in that the roles undertaken are different. Whilst still a differential in hourly pay of 26.38%, that gap is reduced in comparison with the overall workforce.

Median gender pay gap in hourly pay (teachers only)

GENDER	Number & % Gender Make Up	Median Hourly Pay Rate
Female	99 (76.15%)	£21.98
Male	31 (18.25%)	£26.74
	Total Support Staff – 130 employees	Difference per hour £4.76

This shows that, female teaching employees receive lower pay than male teaching employees. However, the difference per hour equated to £4.76 on the snapshot data. It shows that males are earning a higher hourly rate. However, some explanation for this is that the sector attracts significantly more female NQT's and female returners from maternity leave choose not to progress into leadership roles to the same extent. Whilst still a differential in hourly pay of 17.80%, that gap is reduced in comparison with the overall workforce.

Mean gender bonus pay gap

AST is required to report the percentage gap in bonus pay between all male and female employees in the 12 months preceding the 31st March 2018.

The Regulations define 'Bonus Pay' as any remuneration that:



- a) Is in the form of money, vouchers, securities, securities options or interests insecurities; and
- b) Relates to profit sharing, productivity, performance, incentive or commission.

Bonus pay excludes ordinary pay and overtime.

AST does not operate a bonus scheme. Mean gender pay gap in bonus payments stands at 0% i.e. this indicator is not applicable to AST.

Median gender bonus pay gap

For the reasons set out above, AST's median gender pay gap in bonus payments stands at 0% i.e. this indicator is not applicable to AST.

Proportion of males and females who get bonus payments

For the reasons set out above, the proportion of male and female employees in AST receiving a bonus during the relevant period stands at 0% i.e. this indicator is not applicable to AST.

Pay Quartiles by Gender (all staff)

Lower Quartile Male (A)		5	7.81%
Lower Quartile Female (A)		59	92.19%
2nd Quartile Male (B)		13	20.31%
2nd Quartile Female (B)		51	79.69%
3rd Quartile Male (C)		14	21.88%
3rd Quartile Female (C)		50	78.13%
Top Quartile Male (D)		22	34.38%
Top Quartile Female (D)		42	65.63%

The table and charts above shows pay quartiles by gender. The data shows AST's workforce divided into four equal-sized groups based on hourly pay rates, with Band A including the lowest-paid 25% of employees ('the lower quartile') and Band D covering the highest-paid 25% of employees ('the top quartile').

In order for there to be no gender pay gap, there would need to be an equal ratio of men to women in each Band. However, within AST, over 92% of the employees in Band A i.e. the lowest earners are women and nearly 8% are men. In Band's B, C & D the percentage of male employees increases. By contrast, nearly 66% of the highest earners on the snapshot data are women.

The gender pay gap shows that there is a difference in the average pay between men and women. However, in the third and top quartiles, there is a greater proportion of females than males. This suggests that there is not an issue with women progressing



or being appointed to the most senior positions in the Trust. Instead the findings can be explained by the high proportion of women who work in job roles at the lower end of the pay range within the Trust. This high proportion has the effect of skewing the mean and median figures.

Pay Quartiles by Gender (support staff)

<i>Lower Quartile Male (A)</i>		4		12.5%
<i>Lower Quartile Female (A)</i>		28		87.5%
<i>2nd Quartile Male (B)</i>		1		3.33%
<i>2nd Quartile Female (B)</i>		29		9.97%
<i>3rd Quartile Male (C)</i>		4		12.5%
<i>3rd Quartile Female (C)</i>		28		87.5%
<i>Top Quartile Male (D)</i>		14		43.75%
<i>Top Quartile Female (D)</i>		18		56.25%

Pay Quartiles by Gender (teaching staff)

<i>Lower Quartile Male (A)</i>		6		18.75%
<i>Lower Quartile Female (A)</i>		26		81.25%
<i>2nd Quartile Male (B)</i>		3		8.82%
<i>2nd Quartile Female (B)</i>		31		91.18%
<i>3rd Quartile Male (C)</i>		8		25%
<i>3rd Quartile Female (C)</i>		24		75%
<i>Top Quartile Male (D)</i>		14		43.75%
<i>Top Quartile Female (D)</i>		18		56.25%

NARRATIVE FOR THE AVANTI SCHOOLS TRUST

The Avanti Schools Trust is a public-sector education organisation with, at the data capture date of 31 March 2018;

- 1 secondary school
- 1 all through school (opened Sept 18)
- 5 primary schools
- Central Trust offices

Avanti Schools Trust operates as an equal opportunity employer and does all it can to minimise discrimination in the workplace, for example through our transparent recruitment processes, performance management, pay policy and the provision of employee career development opportunities and professional development.



AST 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 in line with the Equality Act 2010.

In addition, all employees are given equal treatment, regardless of pay, regardless of gender, in the terms and conditions of their employment contract if they are employed to do:

- 'like work' – work that is the same or broadly similar
- Work found to be of equal value in terms of effort, skill or decision making

AST is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender gap is likely to be the result of:

- The roles and/or contract types in which men and women work within AST and the salaries that these roles attract. The majority of support staff roles in schools within the Trust are part-time, either aligning closely with the hours of attendance of pupils or for part of that time (part-time). This not only includes the number of hours per week but also the number of weeks worked each year (term-time). It is also a factor that influences the decision of employees to have that flexibility and work-life balance and their continuation of employment with the Trust. Nearly 79% of the Trusts' staff are female employees.
- The length of service accrued by relevant employees. Staff progress up the pay scales on an annual basis provided they have met their appraisal objectives. Generally, those who have been employed for longer, will be paid more.
- Further digging revealed that men and women within AST Schools generally do get paid equally, when doing the same jobs. For example, there is no real difference in teacher salaries throughout our schools. Our gender gap stems from the fact that, while our workforce is predominantly female, women even more strongly outnumber men in primary schools and among admin and operational staff – all areas with lower average pay.

This pattern from the UK economy as a whole is reflected in the make-up of AST's workforce, where the proportion of females doing lower graded support staff roles is higher than males.

Conclusion

None of the initiatives set out in this report will, of themselves, remove the gender pay gap – and it may be several years before some have any impact at all. In the meantime, AST is committed to reporting on an annual basis on what it is doing to reduce the gender pay gap and the progress that it is making.



AVANTI SCHOOLS
TRUST

I, Joanne Hatfield, HR Director for Avanti Schools Trust, confirm that the information in this report is accurate.

Signed:

Date: 07/03/2019