

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:

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

	Upper Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile
% of Males in Quartile	33.7%	20.3%	12.8%	13.0%
% of Females in Quartile	66.3%	79.7%	87.2%	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 (est)
Total Number of Males	240	275	309
Total Number of Females	938	1102	1276

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 two years, with an estimate of the position for 2020 (based on 2018/19 data).

	2018	2019	2020 (est)
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	
	Males	Females	Males	Females
Executive Pay	£50.67	£33.60	£57.27	£40.79
Headteacher Pay	£40.40	£38.49	£41.01	£40.36
Teachers Pay	£24.37	£21.59	£23.08	£21.16
Support Staff Pay	£9.60	£8.67	£10.47	£8.20

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 are able to 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, who are generally larger – e.g. Harris

Name of Organisation	No. of Employees	Mean Gap	Median Gap
Unity Schools Partnership	1000-4999	28.6%	46.6%
Harris Federation	1000-4999	18.2%	18.9%
Outwood Grange Academies Trust	1000-4999	26.9%	50.4%
Cabot Learning Federation	1000-4999	24.5%	34.5%
Greenwood Academy Trust	1000-4999	27.2%	39.5%
Diverse Academies Trust	1000-4999	24.0%	47.0%
L.E.A.D. Multi-Academy Trust	1000-4999	32.3%	43.7%
Leigh Academies Trust	1000-4999	11.0%	15.0%

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.