

What is gender pay gap reporting, and what does it mean?

Companies with more than 250 employees have to report their performance on pay equality

What is gender pay gap reporting and what is being published?

Changes to the Equality Act, which came into force on 6 April 2017, made it compulsory for companies in Great Britain (but not Northern Ireland) with more than 250 employees to report their gender pay gap figures at the end of every financial year.

Public bodies must report by 30 March and private companies must do so by 4 April. Organisations are also required to publish the breakdown of men and women in different pay quartiles and details of the proportion of men and women in the company who receive bonuses.

What is the gender pay gap?

The gender pay gap is the difference between the average hourly earnings of a company's male and female employees. If an organisation has, for example, a 5% gender pay gap it means that women earn an average of 5% less per hour (excluding overtime) than men, or in other words the average female employee would earn 95p for every £1 earned by a male employee. A negative 5% gender pay gap would mean women earned an average of 5% more than men per hour.

What's the difference between the mean and the median figures?

When talking about the gender pay gap people tend to talk about the median figure rather than the mean. The mean is calculated by adding up all of the wages of employees in a company and dividing that figure by the number of employees. This means the final figure can be skewed by a small number of highly paid individuals. The median is the number that falls in the middle of a range when everyone's wages are lined up from smallest to largest and is more representative when there is a lot of variation in pay.

Does it mean women are being paid less than men in the same roles?

No. While some employers might be paying men and women differently for performing the same role or "work of equivalent value", this is an issue of equal pay. It is illegal to pay men and women different amounts for the same work, however that is not what gender pay gap reporting is set up to measure. Rather these figures show us the overall gender pay gap, as well as the bonus pay gap and the proportion of men and women in each quartile of the pay structure of the company.

Gender Pay Gap Reporting

We are required to submit information regarding our gender pay gap, and the information is based on a snapshot date of 31 March each year. The national reporting format is restrictive, and simply details our mean and median gender pay gap. However, we also publish the report on our trust website, with narrative explaining the gap and any actions we intend to take. This report summarises the key findings of the report.

Key Findings

In education we have two key sets of terms and conditions: teaching and associate staff. The majority of teaching staff have a full-time equivalent of 32.5 hours per week and there are 161 staff employed under teaching terms and conditions. Teaching staff have higher salaries generally than associate staff. Most associate staff have a full-time equivalent of 37 hours per week and as we employ slightly more associate staff than teaching staff (268 employed associate staff), this is reflected in our overall gender pay gap (only one of the top 50 earners in the Trust is associate staff). From a gender split perspective, 90% of the top ten earners in the Trust are female; 75% of the top twenty earners are female and; 76% of the top fifty earners in the Trust are female. If we look at our lowest earners, 93% of our lowest earners are female. The lowest earning professions in the Trust are apprentices, catering and cleaning staff, with the majority being female and part-time.

Gender split per quartile 2020

	Quartile 1 Lower	Quartile 2 Lower middle	Quartile 3 Upper middle	Quartile 4 Upper
Male (% males to all employees in each quartile) – 2020	7%	10%	20%	18%
Female (% females to all employees in each quartile) – 2020	93%	90%	80%	82%

As you can see, we employ more females than males in all quartiles, and the highest percentage of males sits within the upper middle quartile.

The gender pay gap across all areas of staffing in the Trust is 15.84% in the mean hourly pay, and 36.06% in the median hourly pay.