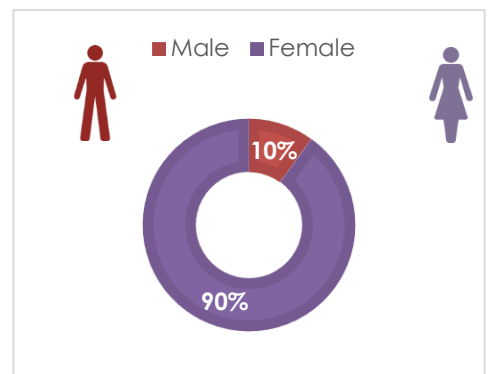


Gender pay gap (March 2024)

Gender pay gap reporting is a legal requirement for all large organisations. This is the sixth year that The Compass Partnership of Schools has been required to report. The results can be used to assess the levels of gender equality in our organisation. The gender pay gap shows the difference in the average hourly rates of pay for men and women across the organisation. All the data in this newsletter relates to March 2023. The data includes Notley Green Primary School, Cann Hall Primary School, Shalford and John Ray Junior Primary School for the first time. It excludes Boxgrove and Kidbrooke Park Schools who joined the trust in October 2023.

Employment mix

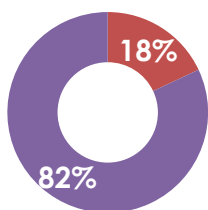
As in previous years, in common with most schools and education providers, we employ a much higher number of women than men (90% of Trust employees are female, 10% are male), This is a slight increase in the female workforce since the last report (89% to 90%).



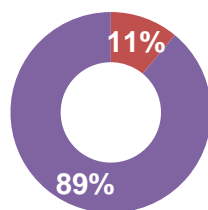
Quartile split

As part of the requirements of gender pay gap reporting we have ranked employees in order, from the lowest to the highest earners, and then divided them equally into four quartiles; lower, lower middle, upper middle and upper pay quartiles.

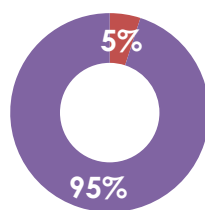
Upper quartile



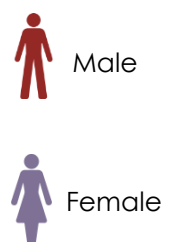
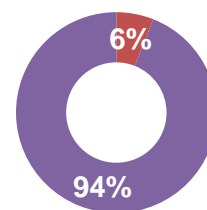
Upper mid quartile



Lower mid quartile



Lower quartile



The proportion of females in the Upper mid quartile, lower quartile has increased since last year. The proportion of males in the upper quartile has increased by 1%.

Our gender pay gap

In March 2023, the median difference between the hourly rates of pay of men and women in the Trust has increased from 27.4% to 31%, and the mean difference has increased from 19.6% to 26%. This is based on a larger number of staff compared to the previous year. The median average is useful because it indicates the typical situation in organisations where pay rates cover a wide range.

31%
Median

26%
Mean

The much higher proportion of women in the Trust means that the average rate of pay for a female employee is less prone to being skewed by the highest earners, whereas the average rate of pay

for male employees is more likely to be skewed by higher earners. This is one of the reasons for our gender pay gap.

Bonus pay

Organisations must also report on bonus pay, however, the Trust does not pay bonuses to either men or women.

Analysis of our data

We continue to have a good balance of men and women in senior grades, but we employ more women in lower pay bands.

Further analysis of our workforce data shows that our support staff group has the biggest median gender pay gap (5%) followed by teachers (4%) and that our gender pay gap in our upper payscale teachers and teaching leadership is in favour of women.

What we are doing to close the gender pay gap

The Trust continues to be committed to the promotion of equality of opportunity and choice for employees and supports the fair and inclusive treatment of all staff. We continue to apply the national pay scales for teaching staff, and national job evaluation schemes for our support staff, to ensure that male and female staff are paid equitably for the roles they carry out in the organisation.

We continue to believe that it is important to have representation of men in classroom-based roles in the organisation to provide positive role models for children, at the same time ensuring development opportunities and empowerment for women to move into more senior roles should they want to. We have also further developed our Flexible Working Policy to ensure that there is support and availability of flexible working for staff (eg; job shares), particularly following maternity leave.

If you have any questions or ideas about how we can reduce our gender pay gap please contact your Head Teacher or Helen Cunningham, Director of Human Resources on hcunningham@compassps.uk