

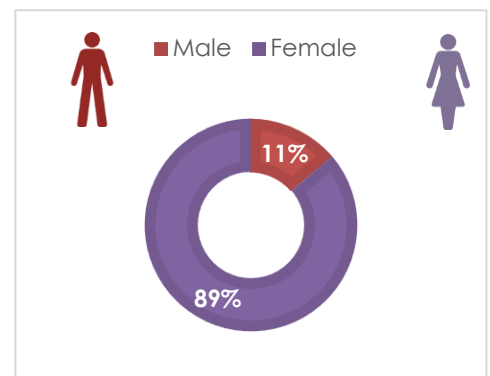
Gender pay gap (March 2018)

Gender pay gap reporting is a legal requirement for all large organisations. As a new organisation, this is the first 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. It is important to note that the gender pay gap differs from equal pay for equal work. 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 2018.

Employment mix

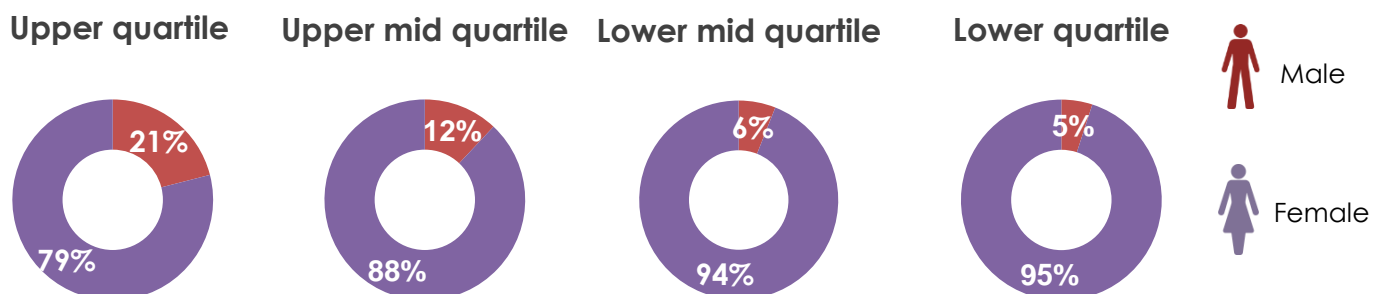
In common with most schools and education providers, we employ a much higher number of women than men (89% of Trust employees are female, 11% are male).

This varies by staff group, with the proportion of females varying from 81% of teaching staff to 93% of support staff.



Quartile split

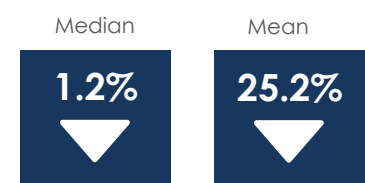
As part of the requirements of gender pay gap reporting we have ranked employees in order, from the lowest to the highest earners, and then divided them equally into four quartiles; lower, lower middle, upper middle and upper pay quartiles.



We can then see the proportion of men and women in each of these pay quartiles. We can see that men are most likely to be part of the upper and upper mid pay quartiles, whereas as women are more likely to be part of the lower mid and lower pay quartiles.

Our gender pay gap

In March 2018 the median difference between the hourly rates of pay of men and women in the Trust was 1.2%, whereas the mean difference was 25.5%. The median average is useful because it indicates the typical situation in organisations where pay rates cover a wide range. We need to consider both figures in order to understand the issues behind the data.



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. And whilst we do have a gender pay gap, it is below average for those schools and academies who reported last year.

Bonus pay

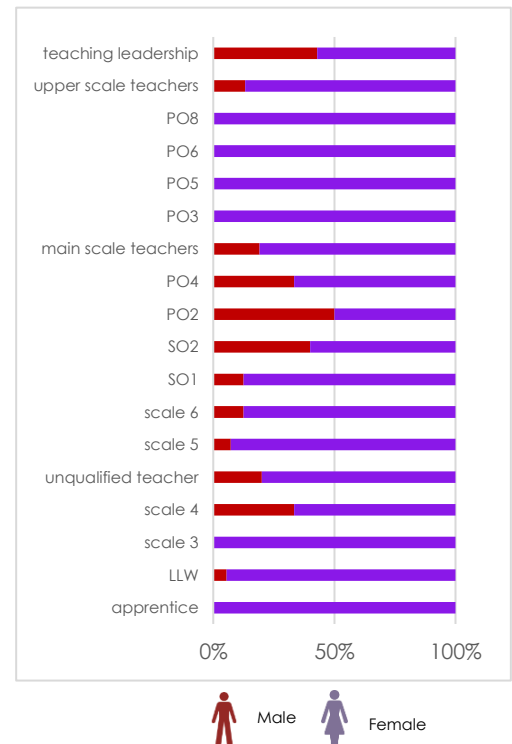
Organisations must also report on bonus pay, however, the Trust does not pay bonuses to either men or women.

Analysis of our data

- It is helpful to look at our gender split across individual pay bands. We do have a good balance of men and women in senior grades, but we employ more women in lower pay bands. This may be because these roles, being mostly term-time only, tend to be very suitable for those with child care responsibilities. In our society this responsibility still tends to fall to women.

On further analysis of our workforce data, we can see that;

- Our support staff group has the biggest mean gender pay gap (13.1%)
- Our gender pay gap in our senior support and senior teaching roles is in favour of women.



What we are doing to close the gender pay gap

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

- We are already doing lots right. We have great gender balance in our senior roles, where most organisations struggle.
- Our pay processes work to make sure we pay equally for the job, regardless of gender.
- And we want to make sure everyone can build a lifetime career with us, whatever their background. Our policies support all staff if they need to care for others and we help new parents, when having a child or returning to work. We will continue to promote and offer flexible working practices for all staff, and in particular to continue to support flexible working for senior employees to retain them in the Trust.
- We will analyse reasons for low numbers of men in our more junior roles and act on this intelligence.
- We will continue to monitor data and be transparent about this, engaging in a two-way conversation with our staff about how we can reduce our gender pay gap.

I confirm that the gender pay gap information provided in this report is accurate.

John Camp, Chief Executive Officer,

The Compass Partnership of Schools, March 2019