

Gender pay gap (March 2019)

Gender pay gap reporting is a legal requirement for all large organisations. This is the second 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 2019.

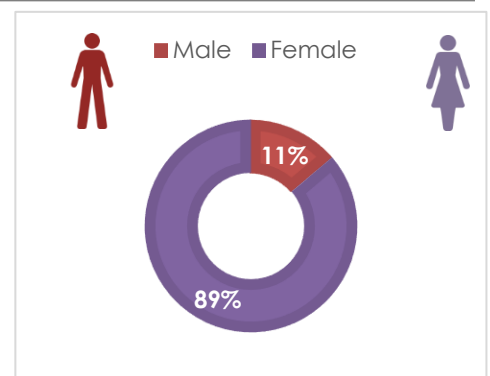
Important Note

We have discovered that there was an error in the gender pay median calculations for 2018. These have been corrected and the correct figures are used in this newsletter.

Employment mix

As in 2018, 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).

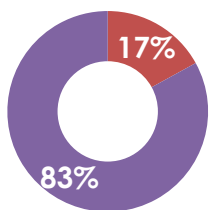
This varies by staff group, with the proportion of females varying from 82% of teaching staff to 92% of support staff.



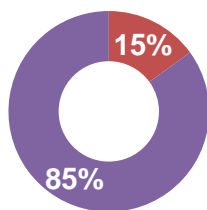
Quartile split

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.

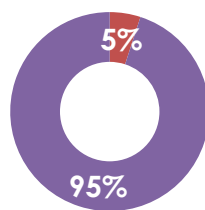
Upper quartile



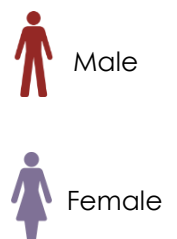
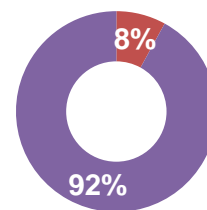
Upper mid quartile



Lower mid quartile



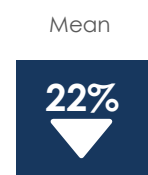
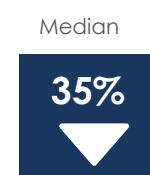
Lower quartile



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. Since 2018, the proportion of males in the upper 2 quartiles has reduced slightly and the proportion of females in the bottom 2 quartiles has reduced slightly.

Our gender pay gap

In March 2018, the median difference between the hourly rates of pay of men and women in the Trust was 35%, whereas the mean difference was 22%. The gender pay gap has reduced since 2018. 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.

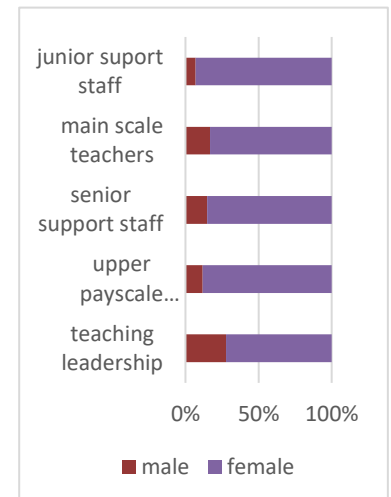
Bonus pay

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

Analysis of our data

We 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.

Further analysis of our workforce data shows that our teaching staff group has the biggest median gender pay gap (7.8%) followed by support staff (4.4%) and that our gender pay gap in our main and upper payscale teachers 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 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.

This year we have tried to implement some detailed equal opportunities monitoring and analysis for recruitment to gain a better understanding of the reasons for low numbers of men in our more junior roles, but many applicants do not complete the monitoring forms. Our short term action is therefore to find a way of being able to monitor and analyse this robustly.

Further analysis, will help us understand our data and its root causes further. Key questions for us to ask ourselves are:

- Do people get stuck at certain levels in our organisation?
- Is there gender imbalance in our promotions?
- Why are women more likely to be appointed to lower paid roles in our organisation rather than men?
- Do men and women leave our organisation at different rates?
- Do our starting salaries differ by gender?
- Are we doing everything we can to support part-time employees to progress?
- Are we supporting both men and women to take on caring responsibilities?

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