

## Gender Pay Gap

The data is based on a snapshot as of 31 March 2024 in line with guidance on gender pay gap reporting. Introduction In 2018, all companies, including schools/multi-academy trusts, with 250 or more employees were required to publish their gender pay gap.

The gender pay gap is the difference between the hourly rate of pay of male employees and female employees (as set out in the regulations), expressed as a percentage of the hourly pay rate of the male employees.

### Full-time and part-time

For Gender Pay Gap reporting, full-time is defined as employees working more than 30 paid hours per week (or 25 or more hours for the teaching professions). Part-time is defined as employees working less than or equal to 30 paid hours per week (or less than or equal to 25 hours for the teaching professions).

Employers are required to provide data which shows any gap in the hourly rate between men and women, on both a median basis (the middle of the range), and the mean basis (the average of all in the range).

In addition, employers are required to show the distribution of gender, the number of men and women, across four equal quartiles.

Employers are also required to disclose the percentage of staff receiving a bonus and the gender gap in bonus payments.

Note re Method of calculation- The Government Equalities Office and ACAS issued updated guidance in 2023 which allows schools and academies to report their data in a way that more meaningfully reflects atypical working arrangements such as term time only working. For this report, the method of calculation, for data on 31 March 2024 accurately reflects term time working.

The Gender Pay Gap at The Arthur Terry Learning Partnership (The ATLP) breakdown of employees (male/female) as of 31 March 2024. Overall, as at the point of the snapshot, the Trust has 80.28% female and 19.72% male workforce. A total of 1055 employees.

Overall, as at the point of the snapshot, the Trust has 79.43% female and 20.57% male workforce. A total of 1400 employees.

This is a decrease of 0.85% for females and an increase of 0.85% for males on the previous reporting period.

	Female		Male	
Hourly Pay Quarter	Number	%	Number	%
Upper Quarter	241	69%	109	31%
Upper Middle Quarter	272	78%	78	22%
Lower Middle Quarter	283	81%	67	19%

Lower Quarter	316	90%	34	10%
Total	1112		288	

## 1. Main gender pay gap figures

### 1.1 Median Pay Gap

In this organisation:

- women earned 69p for every £1 that men earned (comparing median hourly pay)
- women made up 69.0% of employees in the highest paid quarter, and 90.0% of employees in the lowest paid quarter

The **median gender pay gap** figure is the difference between the hourly pay of the median man and the hourly pay of the median woman. The median for each is the man or woman who is in the middle of a list of hourly pay ordered from highest to lowest paid.

### 1.2 Mean Pay Gap

The **mean (average) gender pay gap** figure uses hourly pay of all employees to calculate the difference between the mean hourly pay of men, and the mean hourly pay of women. A mean involves adding up all of the numbers and dividing the result by how many numbers were in the list. When comparing mean (average) hourly pay, women's mean hourly pay was £25.08 compared to £30.50 for men, a difference of £5.42 per hour.

- women earned 72p for every £1 that men earned (comparing mean hourly pay)

## 2. Bonus pay

In this organisation:

- no bonuses were paid

## 3. Narrative

The ATLP are confident that the gender pay gap identified, is not an issue which arises out of unequal treatment based on gender.

The gender pay gap and equal pay both deal with pay disparity at work, but they are not the same. Equal pay means that men and women performing equal work, or work of equal value, must receive equal pay. The gender pay gap measures the difference between men and women's average earnings in an organisation. The ATLP approach to pay is gender neutral, with pay decisions based on The ATLP Pay Policy. Pay scales within The ATLP for teachers are based on the School Teachers Pay and Conditions Document, and for support staff the pay scales inherited through TUPE transfer from Birmingham City Council, Warwickshire Local Authority, Staffordshire Local Authority and Coventry City Council which are based on NJC pay values. ATLP do not pay a bonus to male or female staff. Holiday pay and pension schemes are the same for men and women.

The data identifies there are a significantly higher number of females to male employees across the ATLP in all quartiles. This has consistently been the case since the inception of the Trust.

It is worth noting that the number of employees overall increased by 345, going from 1055 to 1400 over the period 31 March 2023 to 31 March 2024. Of the 345 new employees, 76.81% were female.

	No. of Females	No. of Males	Increase
31 March 2023	847	1112	265
31 March 2024	208	288	80

This significant increase is due to the catering service transferring from external providers to becoming an in-house service.

The move to an in-house catering service contributed significantly to an increase of 72 female employees in the lower pay quartile and 69 female employees in the lower middle quartile. This has impacted greatly on the gender pay gap which has moved from female earning £1.02 for every £1.00 earned by males as of 31 March 2023 to females earning 69p for every £1.00 earned by males as of 31 March 2024.

The number of females in the upper quartile has continued to increase over the last 4 years with an increase of 26.18% this reporting period. However, for the first time since 2022 males also increased in the upper quartile.

It is worth noting that at the time of this snapshot, the male/female ratio of 3 highest earners in the upper quartile were 2:1 in favour of females.

The data shows more females than males in roles which are at the lower end of the pay band, particularly the lowest quarter with males in this band totalling 34 and females 316. It is significant that the Lower Quartile includes lunchtime supervisors and catering assistants which in this organisation and most education settings is a predominately female role. These roles are part-time, they tend to attract more women to apply, as they offer the hours and flexibility to fit around childcare, which in the UK is still traditionally a female activity. Males do not tend to apply for these roles, preferring to apply for full-times roles.

All year-round roles in schools, are based largely in the estates section, which is traditionally male dominated. The role is physical and manual and societally these roles are generally occupied by men.

The gender pay outcome is influenced by the way that School Teachers Pay and Conditions Document determines the salary levels in primary and secondary schools. Salaries are determined according to pupil numbers, age weighting, and school sizes, which therefore translates that secondary school headteachers are paid higher than primary school headteachers, as primary schools are smaller in size than secondary schools. This organisation had 6 secondary schools compared to 14 primary schools during the reporting period. Although there are a higher number of women than men in this upper quartile, the women tend to be predominantly from the primary sector, which has lower pay levels because the school size is smaller.

#### **4. What does this mean for the ATLP?**

Whilst the gender pay gap data presented for the ATLP compares favourably and has decreased overall, we will seek to try where possible to close the gap further.

Actions the ATLP can take to support this are part of the People Vision.

- Continue with equal opportunity recruitment practices.
- Continue to use gender neutral language in job adverts.
- Using a variety of channels to attract a diverse field of candidates.
- Continue to offer part time and flexible working opportunities for both male and female employees on an equal basis regardless of gender, and work with staff to overcome any cultural views to flexible working.
- Continue with and seek to enhance, well-being, work-life balance initiatives and promote smarter working practices.
- Continue to maximise and encourage development and progression opportunities, in line with the Learning and Development Strategy, and in particular the use of the apprenticeship levy for all employees, regardless of gender.
- Continue to review of pay scales across the partnership, for both teaching and support staff considering national changes, including changes to the minimum and living wage.
- Continue with fair and consistent application of the ATLP pay policy across the Trust