



Gender Pay Gap Narrative

Data is based on a snapshot as at 31st March 2021 in line with government guidance on gender pay gap reporting.



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Together we are stronger
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Introduction

In 2018, all companies, including schools/multi-academy trusts, with 250 or more employees were required to publish their gender pay gap under new legislation which came into force in April 2017. The snapshot date for relevant employees each year is 31st March. The data must be published by 30th March the following year.

The first report was published on 30th March 2019 based on a snapshot of data as at 31st March 2018. The second report was due to be published on 30th March 2020, based on a snapshot of data as at 31st March 2019. The government removed the need to report or publish data due to COVID.

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.

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. ATLP do not make any bonus payments.

Note re Method of calculation

The method of calculation used for the ATLP, as at 31st March 2018, followed the method set out by Government guidance, but which did not take account of term time only working.

The Gender Pay Reporting Regulations themselves do not account for term time only working. This meant that on a technical application of the Regulations, term time only employees could appear to be paid at an artificially low gross hourly rate. This in turn would lead to a distorted gender pay gap.

The Government Equalities Office and ACAS have now issued updated joint guidance 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 as at 31st March 2021, has been amended, to accurately reflect term time only working. Therefore, a direct comparison with previous data is not possible.

The Gender Pay Gap

Breakdown of employees (male/female)

Overall, as at the point of the snapshot, the Trust has 78.6% female and 21.4% male workforce.

Hourly Pay Quarter	Male		Female		Total
	Number	%	Number	%	Number
Upper Quarter	73	30.6	167	69.6	240
Upper Middle Quarter	51	21.3	189	78.8	240
Lower Middle Quarter	46	19.2	194	80.8	240
Lower Quarter	36	14.9	205	85.1	241
Total	206	21.4	755	78.6	961

The gender pay gap within The Arthur Terry Learning Partnership

See Appendix 1

Overall pay gap based on a median basis

The overall gender pay gap as at 31st March 2021 is 24.59% on a median basis. This is the median hourly pay gap as a percentage of male pay.

Overall pay gap based on a mean basis

The overall gender pay gap as at 31st March 2021, based on the mean hourly rate, is 16.3%. This is the difference in the mean hourly rate of male and female pay as a percentage of male pay.

This is compared to a UK median of 15.4% as at 31st March 2021 as reported by the Office for National Statistics.

The gender pay gap is calculated as the difference between average hourly earnings (excluding overtime) of men and women as a proportion of men's average hourly earnings (excluding overtime). It is a measure across all jobs in the UK, not of the difference in pay between men and women for doing the same job

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 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 we apply 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. We do not pay a bonus to male or female staff.

The data identifies there are a significantly higher number of female to male employees across the ATLP in all quartiles, with women in the lower, lower middle and upper middle earning marginally less than men, in the upper quartile, the top end, the difference is greater at £2.27ph.

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 males.

It is worth noting that several schools have joined the trust since the last report, the majority of these being primary schools, where staff are predominately female.

Our data shows more females than males in roles which are at the lower end of the pay band, 14.9% male, 85.1 percent female. It is significant that this quartile includes lunchtime supervisors which in our 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 tend to want to apply for roles which are full-time.

The Upper quartile ranges from teachers on Upper Pay Range 3 to the CEO role. This quartile is again predominately female. The role of a teacher can be pressurised, with marking, planning and preparation being undertaken at home during evening and weekends, coupled with the additional leadership responsibilities, many female teachers choose to reduce hours and additional responsibilities in favour of having more quality time with family. The ATLP have already put in place several work-life balance initiatives and are committed to enhancing these and to promoting smarter working practices. All roles regardless of level of seniority are open to being job shared. There has been an increase in staff making flexible working requests, mostly from staff returning from maternity leave who wish to work on a part-time basis and retain responsibility on a part-time basis.

It is worth noting that those staff on maternity leave are not eligible to be counted in this report.

Generally, women are attracted to working in schools to have shorter working days to match their children's school day, and time off in school holidays, to fit around childcare commitments. Once working in a school, many women will remain there for many years, working their way through the grade structure, with increases each year based on performance, until they reach the top of the grade. All year-round roles in schools, are based 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 Headteachers are paid higher than primary headteachers, as traditionally primary schools are smaller in size to secondary schools. Even where primary schools have higher pupil numbers, the ages are weighted with secondary weighting being greater than primary. 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.

The ATLP does not pay any bonus payments and so therefore has no data to present, and no gender pay gap relating to bonus payments.

What does this mean for the ATLP?

Whilst the gender pay gap data presented for the ATLP compares favourably generally we must not be complacent, and we must seek to continually close the gap further.

Actions the ATLP can take to support this are:

- Continue with equal opportunity recruitment practices
- Using gender neutral language in job adverts
- Using a variety of channels to attract a diverse field of candidates
- Seek to increase the number of women in the highest paid jobs in the organisation
- 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 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 MAT
- Work with the children in The ATLP to remove stereotypes and gender bias

Statutory Information

Difference in mean and median hourly rate of pay as at 31st March 2021

	Difference in the mean hourly rate of pay	Difference in the median hourly rate of pay
Pay gap difference as a %	16.3%	24.6%

Difference in the mean and median bonus pay as at 31st March 2021

	Difference in the mean hourly rate of pay	Difference in the median hourly rate of pay
Pay gap difference as a %	Not applicable	Not applicable

Appendix 1

	Male Mean	Female Mean	Gap	%			Male Median	Female Median	Gap	%
Upper	£32.11	£29.84	£2.27	7.07		Q1	£29.14	£28.50	-£0.64	-2.20
Upper Middle	£20.92	£20.56	-£0.36	-1.72		Q2	£21.30	£20.69	-£0.61	-2.86
Lower Middle	£14.03	£13.55	-£0.48	-3.42		Q3	£14.19	£13.97	-£0.22	-1.55
Lower	£10.01	£10.02	£0.01	0.10		Q4	£10.21	£10.03	-£0.18	-1.76

