

Gender Pay Gap Narrative

The data is based on a snapshot as of 31st March 2023 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 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 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. ATLP do not make any 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 2023 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 2023

Overall, as at the point of the snapshot, the Trust has 80.28% female and 19.72% male workforce. A total of 1055 employees.

This is an increase of 1% for females and a decrease of 1% for males on the previous reporting period.

	Female		Male		Total
Hourly Pay Quarter	Number	%	Number	%	Number
Upper Quarter	191	72.62%	72	27.38%	263
Upper Middle Quarter	198	75.00%	66	25.00%	264
Lower Middle Quarter	214	81.06%	50	18.94%	264
Lower Quarter	244	92.42%	20	7.58%	264
Total	847	80.28%	208	19.72%	1055

Female data for the last 3 years

	31 March 2021		31 March 2022		31 March 2023	
	Female		Female		Female	
Hourly Pay Quarter	Number	%	Number	%	Number	%
Upper Quarter	167	69.60%	216	72%	191	72.62%
Upper Middle Quarter	189	78.80%	235	78.07%	198	75.00%
Lower Middle Quarter	194	80.80%	233	77.67%	214	81.06%
Lower Quarter	205	85.10%	269	89.37%	244	92.42%
Total	755		953		847	

Male data for the last 3 years

	31 March 2021		31 March 2022		31 March 2023	
	Male		Male		Male	
Hourly Pay Quarter	Number	%	Number	%	Number	%
Upper Quarter	73	30.40%	84	28%	72	27.38%
Upper Middle Quarter	51	21.20%	66	21.93%	66	25.00%
Lower Middle Quarter	46	19.20%	67	22.33%	50	18.94%
Lower Quarter	36	14.90%	32	10.63%	20	7.58%
Total	206		249		208	

Hourly pay gap

The median gender pay gap figure

This 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.

In this organisation, women earn £1.02 for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 1.8% higher than men's.

The mean (average) gender pay gap figure

The mean 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 is 6.66% lower than men's. This means women earn 93p for every £1 that men earn.

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 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. Holiday pay and pension schemes are the same for men and women.

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

Trust. Though the number of employees overall decreased by 147 employees over the period, the numbers of female increased across all quartiles. It is worth noting that this is a snapshot of data so does not reflect the total staff numbers for the academic year.

The number of females in the upper quartile has continued to increase over the last 3 years. This is largely due to the appointment of a director of education and three primary strategic leads all of which are female.

It is worth noting that at the time of this snapshot, the male/female ratio of 4 highest earners in the upper quartile were 2:2 in favour of females, for the first time since 31 March 2021.

Our 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 20 and females 244. It is significant that the Lower 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 do not tend to apply for these roles, preferring to apply for full-times roles.

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 school headteachers are paid higher than primary school headteachers, as primary schools are smaller in size than 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 because the school size is smaller.

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 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.
- Using 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 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.

Statutory Information

Difference in mean and median hourly rate of pay as of 31st March 2023

	Difference in the mean hourly rate of pay	Difference in the median hourly rate of pay
Pay gap difference as a %	6.6%	-1.8%

Appendix 1

	Male Mean	Female Mean	Gap	%			Male Median	Female Median	Gap	%
Upper	£31.94 (£32.11)	£29.94 (£29.84)	-£2.00 (-£2.27)	6.26 (7.07)		Q1	£28.85 (£29.14)	£28.48 (£28.50)	-£0.37(-£0.64)	-1.28 (-2.20)
Upper Middle	£21.10 (£20.92)	£21.27 (£20.56)	-£0.17 (-£0.36)	0.81 in favour of females		Q2	£21.79 (£21.30)	£21.79 (£20.69)	£0.00 (-£0.61)	0 (-2.86)
Lower Middle	£13.50 (£14.03)	£13.14 (£13.55)	- £0.36(-£0.48)	-2.66 (-3.42)		Q3	£13.59 (£14.19)	£12.92 (£13.97)	-£0.67(-£0.22)	-4.93 (-1.55)
Lower	£9.27 £10.01	£9.12 (£10.02)	£0.15 (£0.01)	-1.61 (0.10)		Q4	£9.50 (£10.21)	£9.17 (£10.03)	-£0.33 (-£0.18)	-3.47 (-1.76)

Last year's figure in brackets