

Gender pay gap reporting 2016-2017

DEMAT is committed to promoting equality of opportunity and pay for all staff and job applicants, where rates are fair and applied to the role not the individual. We aim to create a supportive and inclusive working environment in which all individuals are able to make best use of their skills, free from discrimination or harassment, and in which all decisions are based on merit.

I confirm that our data has been calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

A handwritten signature in blue ink that reads "Andrew Read". The signature is written in a cursive style and is underlined with a single horizontal stroke.

Andrew Read, Chief Executive of DEMAT

What is gender pay reporting?

The Gender Pay Gap has to be published on the Government website and declared, by law, and published for organisations which have over 250 employees. The reporting requirement and the calculations to be used are reported in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The gap is reported by using two main calculations - the difference in the mean hourly rate (difference between hourly rate of pay of male full pay relevant employees and that of female full pay relevant employees) and the median (difference between the median hourly rate of pay of male full pay relevant employees and that of female full pay relevant employees).

The mean gives an overall indication of the gender pay gap in our organisation of average hourly pay.

The median gives an indication of where the mid-point of the range of pay lies.

The range is the organisation's pay dispersion or the difference between the lowest hourly rate of pay and the highest.

The hourly rates are also separated into four quartiles, to give the proportion of male and female employees are distributed throughout the organisation. There is a much larger proportion of female employees than male – this is because all the schools within DEMAT are primary schools and the majority of primary school staff are female. This is a reflection of the national situation.

Published data

We collected our data on 31 March 2017 – on that date there were 613 ‘full pay relevant’ employees within the organisation.

Mean difference between male and female hourly pay	-16%	
Median difference between male and female hourly pay	- 23%	
Quartiles	Female	Male
Upper	88%	12%
Upper middle	95%	5%
Lower middle	93%	7%
Lower	90%	10%

Narrative:

- *While the Mean and Median are displaying a gap in gender pay between men and women, this is because of the higher number of female employees working in our primary schools and primary schools nationally – particularly in lower paid roles. It does not represent any implicit unequal process in pay setting and/or mechanisms for career progression between men and women.*
- *Performance management processes and rates of pay are defined in DEMAT by agreed arrangements between the government and professional union bodies. By adhering to such systems, we are confident that we eliminate internal pay inequality.*