

DEMAT Gender Pay Gap Report: 2017 – 2018

March 2019

Introduction

The Diocese of Ely Multi Academy Trust (DEMAT) consists of 37 primary academies (as at 1 March 2019) across Cambridgeshire, Peterborough, Norfolk and Suffolk.

The Trust currently employs over 1000 people (at March 2019) and educates over 6,500 pupils.

Since the last report the Trust headcount has increased as follows:

Employees in 2016 – 2017 reporting period: **613** (as at 31 March 2017)

Employees in 2017 - 2018 reporting period: **884** (as at 31 March 2018)

Employee increase %: **44%**

This report has been prepared using the 31 March 2018 snap shot data supplied by the Trust HR & Payroll provider, and further analysis prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Number of Relevant Employees

Relevant Employees	Female		Male	
	Employees	Percentage	Employees	Percentage
884	814	92%	70	8%

Mean Pay Analysis for All Relevant Employees

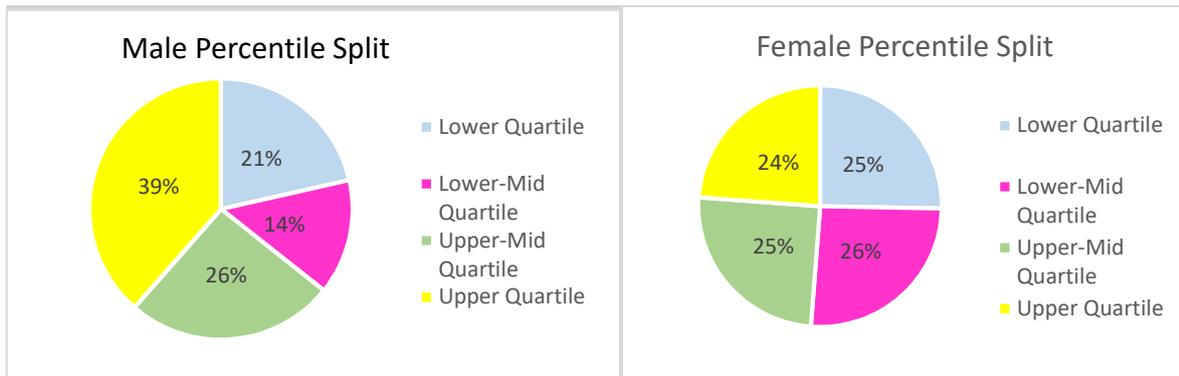
Relevant Employees	Mean Hourly Rate Analysis		
	Female	Mean Pay Gap	Male
884	£14.32	22%	£18.33

Median Pay Analysis for All Relevant Employees

Relevant Employees	Median Hourly Rate Analysis		
	Female	Median Pay Gap	Male
884	£10.48	32%	£15.39

There are a number of reasons why a gender pay gap exists within the Trust and more broadly, across the education sector. There are significantly more female than male employees within the Trust at the snap shot date (92% / 8%), with many females working in a broad range of roles. Males predominately occupy middle / senior leadership roles, and therefore typically fall towards the top of each quartile. This is demonstrated in the below analysis, showing the number of females/males within each quartile.

There is an even split of females occupying posts across each quartile this demonstrating that opportunities exist for females to work, and progress into, senior leadership positions within the Trust. See visuals below:



Employee Split by Quartile

	Employees in Quartile	Female		Male	
		Employees	Percentage	Employees	Percentage
Lower Quartile	221	206	93%	15	7%
Lower-Mid Quartile	221	211	95%	10	5%
Upper-Mid Quartile	221	203	92%	18	8%
Upper Quartile	221	194	88%	27	12%

Mean Pay Gap Analysis by Quartile

	Employees in Quartile	Mean Hourly Rate Analysis		
		Female	Mean Pay Gap	Male
Lower Quartile	221	£8.09	3%	£8.33
Lower-Mid Quartile	221	£10.01	-1%	£9.95
Upper-Mid Quartile	221	£13.89	7%	£14.88
Upper Quartile	221	£26.27	12%	£29.72

Median Pay Gap Analysis by Quartile

	Employees in Quartile	Median Hourly Rate Analysis		
		Female	Median Pay Gap	Male
Lower Quartile	221	£8.01	4%	£8.37
Lower-Mid Quartile	221	£10.11	0%	£10.06
Upper-Mid Quartile	221	£12.95	13%	£14.86
Upper Quartile	221	£24.4	15%	£28.57

Split of female and male employee Hourly Rates

	Employees in Top 50% of Quartile	Mean Hourly Rate Analysis		
		Female	Mean Pay Gap	Male
Lower Quartile	110	£8.40	1%	£8.48
Lower-Mid Quartile	110	£10.40	-1%	£10.31
Upper-Mid Quartile	110	£16.13	2%	£16.49
Upper Quartile	110	£31.39	3%	£32.26

Number of female / male employees in the top 50% of each Quartile

	Employees in Top 50% of Quartile	Female		Male	
		Employees	Percentage	Employees	Percentage
Lower Quartile	110	98	89%	12	11%
Lower-Mid Quartile	110	107	97%	3	3%
Upper-Mid Quartile	110	98	89%	12	11%
Upper Quartile	110	90	82%	20	18%

The following tables demonstrate the pay gap by job family across the trust:

Teaching Staff

Relevant Employees	Mean Hourly Rate Analysis			Median Hourly Rate Analysis		
	Female	Mean Pay Gap	Male	Female	Mean Pay Gap	Male
287	£23.16	7% (£1.64)	£24.80	£22.01	7% (£1.78)	£23.79

Support Staff

Relevant Employees	Mean Hourly Rate Analysis			Median Hourly Rate Analysis		
	Female	Mean Pay Gap	Male	Female	Median Pay Gap	Male
562	£10.34	11% (£1.34)	£11.68	£9.89	-4% (-£0.34)	£9.55

The following tables demonstrate the pay gap between middle and senior leadership posts across the Trust:

Middle and Senior Management (below Headteacher level):

Relevant Employees	Mean Hourly Rate Analysis		
	Female	Mean Pay Gap	Male
22	27.06	6%	28.83

Head & Executive Headteachers

Relevant Employees	Mean Hourly Rate Analysis		
	Female	Mean Pay Gap	Male
22	34.62	-2%	34.07

No Trust employees received bonus pay during the reporting period, so no further reporting is required in that regard.

The table overleaf demonstrates the issues identified and action the Trust is taking to address the gender balance across the trust.

I can confirm to the best of my knowledge that the information contained within this report is accurate.

Andrew Read
Chief Executive Officer

March 2019

Gender Pay Gap Action Plan

The Trust has reviewed a number of its processes in light of the analysis above and against the 'Reducing the gender pay Gap and improving gender equality in organisations: evidence-based actions for employers' guidance' released by the Government Equalities Office in 2018. As a result of this review, the following action plan has been prepared.

Objective	Action	Resources	Outcome
Include multiple women in shortlists for recruitment and promotions	<ol style="list-style-type: none"> 1. Females are included when shortlisting for senior leadership positions and are involved in the interview process. 2. A good practice guide is being developed that encourages interview panels to address issues such as salary expectations, work / life balance / career progression. This will feed into the employee lifecycle / professional development plan. 	<p>The Trust has introduced a new Recruitment and Selection Policy for use across the trust which includes:</p> <ul style="list-style-type: none"> • a standard template for creating adverts which includes the publication of a salary range. This provides clarity and ensures that there is an opportunity to explore salary negotiations within the remit of the School Teachers' Pay and Conditions Document and support staff pay scales. • A suite of document templates to help with the creation of fair and equitable questions in interview processes. 	Tangible evidence that at least 2 females are involved in the shortlisting process over the course of 12 months.
Use skill-based assessment tasks in recruitment processes	The Trust actively encourages practical exercises and structured interviews in the recruitment process order to give all candidates the best opportunity to demonstrate their suitability for the position, particularly at middle and senior leadership level.	Exemplar templates to support the creation of practical assessments for senior positions are provided by the Trust HR team on request.	A consistent approach to skill-based assessment tasks is embedded in the recruitment for senior positions across the trust.
Introduce transparency to promotion, pay and reward processes	Consistent performance management processes are used across all Trust academies.	The Trust has a Performance Management Policy and Pay Policy, which are reviewed annually for appropriate updates.	All employees, regardless of their role, have an annual performance management review to recognise achievements and

	<p>All academies are encouraged to advertise for internal promotive opportunities across their workforce and across other academies within the trust.</p> <p>The Trust is developing a career /succession action plan to encourage individuals to engage in opportunities across the trust e.g. secondments, coaching for leadership.</p>	<p>The Trust provides structured CPD opportunities for staff as well as ensuring fair and open access to coaching and mentoring.</p>	<p>establish further areas for development and progression.</p>
<p>Promote equality for all</p>	<p>The Trust includes a clear statement on all adverts and within policies of a commitment to promoting equality of opportunity for all existing staff and external job applicants.</p>	<p>The Trust has Flexible working and Discretionary leave policies, which are reviewed annually for appropriate updates.</p> <p>The Trust recognises nationally agreed maternity and paternity leave arrangements for teachers and support staff based in academies as well as Shared Parental Leave.</p>	<p>The Trust aims to create a supportive and inclusive working environment in which all individuals can make best use of their skills and in which all decisions are based on merit.</p> <p>The Trust continues to revise its policies to ensure the use of gender-neutral language.</p> <p>The Trust aims to produce clear guidance to all employees on maternity, paternity, adoption leave, Shared Parental and Adoption Leave arrangements. The Trust ensures that all line managers are equipped to provide relevant information/signposting to resources for employees.</p>