

## The Futures Trust 2020 Gender Pay Gap Report

### What is the gender pay gap?

The gender pay gap is the difference between the average (mean and median) hourly rate of pay that female and male colleagues receive. It is different to equal pay, which considers pay differences between women and men who carry out the same jobs, similar jobs or work of equal value, and instead helps us to consider how women and men are participating in our workforce.

### What is in this report?

In accordance with The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 this report publishes pay information for relevant employees, obtained from a 'snapshot' date of 31 March 2020. On this date Barr's Hill School, Keresley Grange Primary School, Keresley Newland Primary Academy, Parkgate Primary School, President Kennedy School and Stoke Park School were the schools in our Trust, and the relevant pay period was 1 to 31 March 2020. The report explains the information published, considers the reasons for the gender pay gap in the Trust and how the gap may be reduced in the future.

**The mean gender pay gap** is the difference between the sum of the average hourly rates of pay for relevant female colleagues divided by the number of relevant female colleagues, and the sum of the average hourly rates of pay for male colleagues divided by the number of relevant male colleagues.

**The median gender pay gap** lines up the average hourly rates of pay for female and male colleagues separately in order from lowest to highest, and is the difference between the midpoint rate paid to females and the midpoint paid to males

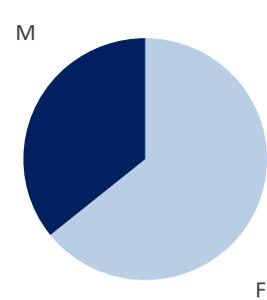
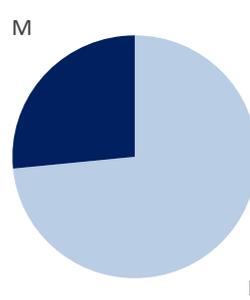
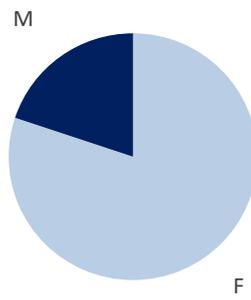
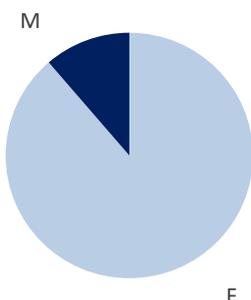
| Mean 2018 | Mean 2019 | Mean 2020 | Median 2018 | Median 2019 | Median 2020 |
|-----------|-----------|-----------|-------------|-------------|-------------|
| 20.6%     | 20.7%     | 21.1%     | 31.8%       | 35.2%       | 30.5%       |

Variance ➡ + 0.1%      ➡ + 0.4 %      ➡ + 3.4%      ➡ - 4.7%

**The mean and median bonus gender pay gaps** are to be reported separately, however the Pay Policy of the Trust does not currently provide for the payment of bonuses.

**The proportion of male and female colleagues in each quartile** lines up the average hourly rate of pay for all relevant employees together in order from highest to lowest, divides the line-up into four equal quartiles and is the gender split in each quartile.

| Quartile | Lower % |      |      | Lower Middle % |      |      | Upper Middle % |      |      | Top % |      |      |
|----------|---------|------|------|----------------|------|------|----------------|------|------|-------|------|------|
|          | 2018    | 2019 | 2020 | 2018           | 2019 | 2020 | 2018           | 2019 | 2020 | 2018  | 2019 | 2020 |
| Female   | 88.8    | 87.4 | 88.7 | 75             | 79.3 | 80.1 | 72             | 74.7 | 73.5 | 65    | 66.1 | 64.2 |
| Male     | 11.2    | 12.6 | 11.3 | 25             | 20.7 | 19.9 | 28             | 25.3 | 26.5 | 35    | 33.9 | 35.8 |



## Understanding the gap - What do the numbers show compared to previous years?

- The 2020 data indicates that the Trust's mean gender pay gap has increased by 0.4% whilst the median gender pay gap has decreased by 4.7%. The median gap is the lowest since reporting began in 2017, when it was 38.1%, whilst the mean gap also remains lower than in 2017 when it was 28%.
- It remains the case that the ratio of female to male colleagues in each quartile gradually decreases as salaries increase, and that posts which command lower average rates of pay are predominantly occupied by females. The figures for 2019 indicated that the number of females in the lower quartile had decreased whilst the number of females in the top quartile had increased, however the 2020 data indicates that this has reversed.
- The context continues to be one where the workforce is predominantly female, and where the majority of both teaching and non-teaching roles are undertaken by women:

|                                                                 | Female %     |             |             | Male %       |             |             |
|-----------------------------------------------------------------|--------------|-------------|-------------|--------------|-------------|-------------|
|                                                                 | 2018         | 2019        | 2020        | 2018         | 2019        | 2020        |
| <b>Gender split for relevant employees included in data</b>     | <b>75.2</b>  | <b>76.9</b> | <b>76.6</b> | <b>24.8</b>  | <b>23.1</b> | <b>23.4</b> |
| <b>Of the 40.2 % undertaking teaching roles (2019 41.4%)</b>    | <b>66.3</b>  | <b>67.7</b> | <b>66.2</b> | <b>33.7</b>  | <b>32.3</b> | <b>33.8</b> |
| <b>Of the 59.8% undertaking non-teaching roles (2019 58.6%)</b> | <b>81.25</b> | <b>83.3</b> | <b>83.6</b> | <b>18.75</b> | <b>16.7</b> | <b>16.4</b> |
| <b>Top 20 earners based on average rate of pay</b>              | <b>65</b>    | <b>65</b>   | <b>55</b>   | <b>35</b>    | <b>35</b>   | <b>45</b>   |

- The 2020 data shows a 0.3% increase in the proportion of males in the workforce overall, however there are fewer males in the lower and lower middle quartiles, and more in the upper middle and top quartiles.
- At 33.8%, the proportion of male teachers has increased to the highest level since reporting began. This is accompanied by a downward trend in the number of males in non-teaching roles, although the number remains higher than in 2017 when it was 15.8%.
- This year staffing movements have resulted in a reduction in the number of women in the Trust's top 20 earners.

## What are the possible reasons for the gap that exists?

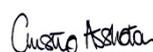
- The job roles that feature in the lower quartiles are non-teaching and unqualified teacher posts. These posts attract a lower rate of pay than the teaching and higher level non-teaching posts dominant in the upper and top quartiles.
- The majority of the roles in the lower quartiles are worked on a part time and term time only basis and attract people who are seeking to balance the demands of a role with other commitments.
- Whilst many factors will determine the job roles that people choose and are able to apply for, including possessing the knowledge, skills abilities and experience required, a pattern exists within the education sector of women working in roles that attract a lower of pay, which may borne out of seeking to balance caring responsibilities with work.

## Closing the gap

As a Trust we continue to be committed to equality of opportunity, and hope to attract and retain colleagues by enabling both genders to participate across all levels of the workforce. We do not discriminate when making decisions pertaining to recruitment, performance management, promotion or professional development, and we value diversity and the different contributions that all members of our staffing community are able to make.

We also recognise that the needs of people will change throughout their working lives, and are continuing to develop and deliver working practices and policies that are responsive to this. This includes providing opportunities for professional development, creating career pathways across the Trust and supporting colleagues to balance work with caring responsibilities and other commitments and interests outside of the workplace; for example by providing opportunities for flexible working, career breaks and some enhanced entitlements to family and carer leave.

Whilst it is disappointing that this years' report shows that the average gap has widened since 2019, the narrowing of the median is a positive sign. National pay policy will continue to have an impact on pay in the Trust, but we anticipate that our organisational culture will see the gap narrow in the longer term and will continue to monitor, evaluate and report on the Trust's progress.



**Christine Assheton, Chair**



**Peter Thomas, CEO**



**Chantelle Bayliss, HR Director**