

The Futures Trust 2021 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 2021. On this date Barr's Hill School, Keresley Grange Primary School, Keresley Newland Primary Academy, Parkgate Primary School, President Kennedy School, Stoke Park School and Hinckley Academy and John Cleveland Sixth Form Centre were the schools in our Trust, and the relevant pay period was 1 to 31 March 2021. 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

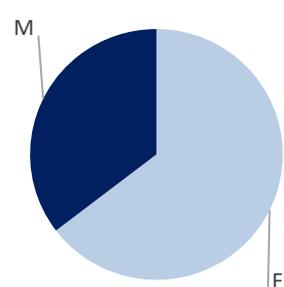
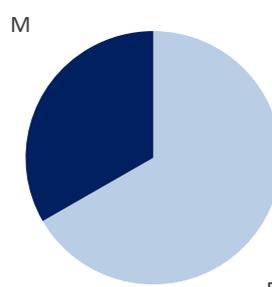
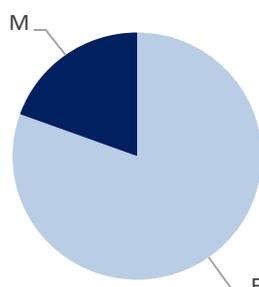
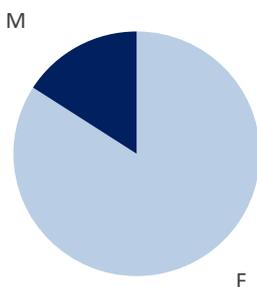
Mean 2019	Mean 2020	Mean 2021	Median 2019	Median 2020	Median 2021
20.7%	21.1%	17.9%	35.2%	30.5%	26.5%

Variance ➡ + 0.4% ➡ - 3.2% ➡ - 4.7% ➡ - 4%

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 %		
	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021
Female	87.4	88.7	84.1	79.3	80.1	80.5	74.7	73.5	66.7	66.1	64.2	64.6
Male	12.6	11.3	15.9	20.7	19.9	19.5	25.3	26.5	33.3	33.9	35.8	35.4



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

- The 2021 data indicates that both the Trust's mean and median pay gaps have decreased to the lowest levels since reporting began in 2017, having decreased by 3.2% and 4% respectively since the 2020 reporting year.
- It remains the case that the ratio of female to male colleagues in each quartile decreases as salaries increase, and that posts which command lower average rates of pay are predominantly occupied by females; whilst this reporting year has seen an increase in proportion of males in the lower quartile, this is accompanied by a marked increase in males in the upper middle.
- 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 %		
	2019	2020	2021	2019	2020	2021
Gender split for relevant employees included in data	76.9	76.6	74	23.1	23.4	26
Of the 44.6 % undertaking teaching roles (2020 40.2%)	67.7	66.2	64.7	32.3	33.8	35.3
Of the 55.4% undertaking non-teaching roles (2020 59.8%)	83.3	83.6	81.5	16.7	16.4	18.5
Top 20 earners based on average rate of pay	65	55	60	35	45	40

- The 2021 data shows a 2.6% increase in the proportion of males in the workforce overall.
- Since the 2020 reporting year, the proportion of teaching roles in the workforce has risen by 4.4%, and the numbers of males in both teaching and non-teaching roles has increased; with men making up over a quarter of the workforce for the first time since reporting began.
- The number of women in the Trust's top 20 earners has increased to 60%, with the gender balance having consistently remained at 50% and above since reporting began.

What are the possible reasons for the gap that exists?

The data for 2021 is reported in the context of the Coronavirus pandemic, which has seen significant changes in ways of working, workforce structures, the type of work available, and caring commitments and the ways in which people have been able to manage them. Whilst this may have had an impact on the Trust's workforce and gender pay gap, the following key issues remain:

- 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.

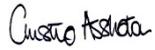
Closing the gap

Whilst the Trust's mean and median gender pay gaps have narrowed to their lowest levels since reporting began in 2017, the gaps remain reflective of the education sector; there continues to be work to do, and the potential role of the pandemic in the narrowing of the gaps in this reporting year is unclear.

As a Trust we continue to be committed to equality of opportunity. 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. It remains the case that we hope to attract and retain colleagues by enabling both genders to participate across all levels of the workforce.

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.

The national pay arrangements for teaching and non-teaching staff for the year ahead may serve to further narrow the gap, and we continue to anticipate that our organisational culture will see the gap narrow in the longer term. We will continue to monitor, evaluate and report on the Trust's progress.



Christine Assheton, Chair



Peter Thomas, CEO



Chantelle Bayliss, HR Director