EVERY CHILD, EVERY DAY ACADEMY TRUST

Gender Pay Gap Data to March 2024

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, and as an employer with over 250 employees, Every Child Every Day Academy Trust is required to measure and report on the gender pay gap in the organisation. The Trust is a public sector body and has a data capture date of 31 March in each year.

The mean gender pay gap across the Trust is 13.2% which is an increase on the 9.4% reported for 2023. The median gender pay gap across the Trust is 21% which is 2.9% increase from the 17.1% reported in 2023. Therefore, there has been a slight increase in the mean as well as a slight increase in the median values over the 2023 to 24 period comparable to the previous period.

During the intervening 12 months the Trust has taken steps to close the pay gap:
- Wording of advertisements continue to be checked for gender neutrality
- Ensuring all roles were advertised with a confirmed salary, as government research has shown that women are less likely to negotiate their salary
- Continued to ensure that the Trust used structured interviews for recruitment and promotions and skills based assessment tasks alongside interviews
- Interview panels always consist of both male and female interviewers (all Safer recruitment trained)
- Succession planning is in place to ensure greater structure and planning of leadership development which will help to enable the removal of gender barriers to promotion.

There are sector-related factors which inhibit the closing of the Gender Pay Gap. Working within the public sector and specifically education, it is common for a high proportion of the workforce to be female.

Many more women work in Support roles (for example, administration, catering, cleaning) than men, and these support roles are traditionally less well paid than teaching roles. In addition, although this doesn't reflect the actual hours worked, contractual hours for support staff are 36 and are contracted to work term time only, which equates to approximately 39 weeks per year (excluding annual leave allowances), compared to 32.5 for teaching staff who are paid 52 weeks per year. Therefore, the hourly rate will be higher for a teacher if the annual salary was exactly the same for a teacher and a member of support staff.

Actions to address the gap

We have formalised and published Flexible working policies and practices in the 2024 to 25 academic year and will monitor the uptake and therefore the impact of being more explicit about what is available. We continue to review our induction practices generally, and specifically for those returning from long term leave including maternity leave. HR continues to publish monthly HR metrics which include the gender makeup of schools to ensure gender balance is considered by both Local Governing Bodies and School Leadership. Demographics have changed due to a decision to outsource a significant portion of our back office functions.

Our current pay-scales follow nationally agreed Teachers' Pay and Conditions, and appropriate Local Government scales for Support staff.
The Trust will continue to monitor this data on an ongoing basis as growth and change within the Trust may continue to alter the data by the next reporting date.

Ash Ali
Chief Executive Officer

Percentage of men and women in each hourly pay quarter		
	Female	Male
Upper hourly pay quarter	57.6%	42.4%
Upper middle hourly quarter	56.5%	43.5%
Lower middle hourly quarter	70.6%	29.4%
Lower hourly quarter	76.7%	23.3%
Mean and median gender pay gap using hourly pay		
Mean gender gap using hourly pay	13.2%	
Median gender gap using hourly pay	21%	
Percentage of men and women who received bonus pay		
	Female	Male
Percentage of men and women who received bonus pay	3.6%	5.1%
Mean and median gender pay gap using bonus pay		
Mean gender pay gap using bonus pay	Not applicable	
Median gender pay gap using bonus pay	Not applicable	
Employee Headcount		
Number of employees used to establish your headcount for gender pay gap reporting, on your snapshot date	232 to 119	