

## **EVERY CHILD, EVERY DAY ACADEMY TRUST**

### **Gender Pay Gap Data to March 2021**

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 9.0% which is half the previous 18% reported in 2019. The median gender pay gap across the Trust is 18.1% which is 6% lower than previously reported 24% in 2019. These represent a reduction in both the mean and median gap compared to March 2019.

During the intervening 12 months we took the following steps to close the pay gap:

- Wording of advertisements were checked for gender neutrality
- We continued to ensure that more roles were advertised with a confirmed salary, as government research has shown that women are less likely to negotiate their salary
- We continued to ensure that we used structured interviews for recruitment and promotions and skills based assessment tasks alongside interviews
- We appointed 2 additional females into Senior Leadership roles in the Trust (Head Teacher at Hollyfield School through an internal development process to replace the existing Male Head Teacher who was leaving, and a Deputy Head Teacher at Grey Court.
- 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 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 36 weeks per year, 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 recognise that there is still more to be done to address the gap. We have formalised and published Flexible working policies and practices in the 2020/21 academic year and will monitor the uptake and therefore the impact of being more explicit about what is available. We are reviewing our induction practices generally, and specifically for those returning from long term leave including maternity leave. HR now publishes monthly HR metrics which include the gender makeup of schools to ensure gender balance is considered by both Local Governing Bodies and School Leadership.

Following the academisation of Chessington School, who then joined the Trust, we appointed two additional female assistant Head Teachers at Chessington School with both appointments being external.

Our current pay-scales follow nationally agreed Teachers' Pay and Conditions, and appropriate Local Government scales for Support staff. While many of our staff have come into the Trust under TUPE, and therefore the Trust has no control over staffing pay when Schools join the Trust, we will continue to review pay and reward structures for both Teaching and Support staff and to ensure that any gender or other potentially distorting factors are removed. 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

<b>Percentage of men and women in each hourly pay quarter</b>		
	Men	Women
Upper hourly pay quarter	36.9%	63.1%
Upper middle hourly quarter	38.5%	61.5%
Lower middle hourly quarter	24.6%	75.4%
Lower hourly quarter	30.3%	69.7%
<b>Mean and median gender pay gap using hourly pay</b>		
Mean gender gap using hourly pay	9.0%	
Median gender gap using hourly pay	18.1%	
<b>Percentage of men and women who received bonus pay</b>		
	Men	Women
Percentage of men and women who received bonus pay	0%	0%
<b>Mean and median gender pay gap using bonus pay</b>		
Mean gender pay gap using bonus pay	Not applicable	
Median gender pay gap using bonus pay	Not applicable	
<b>Employee Headcount</b>		
Number of employees used to establish your headcount for gender pay gap reporting, on your snapshot date	250 to 499	