

University School Trust, East London
Gender Pay Gap Reporting Calculations & Narrative
(Data from 31st March 2019, published by 31st March 2020)

The University Schools Trust (UST) strongly believes in and wants to be able to clearly demonstrate the principles of fairness, equality, inclusion and transparency. It continually strives to ensure that staff are treated fairly and equally in all aspects of their employment, including pay and reward, regardless of gender or any other characteristic as defined by the Equality Act 2010.

The UST formed in September 2016 and is currently made up of St Paul's Way Trust School (SPWT), an all through school, and one secondary school, Royal Greenwich Trust School (RGTS). The majority of employees within the UST transferred to the Trust under TUPE Regulations.

The Trust as an employer is required, by law, to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The Trust is required to carry out six calculations that show the difference between the average earnings of men and women in our organisation; it does not involve publishing individual employee data.

The Trust is required to publish these results on our UST website and a government website by 30th March each year. This is the third year that the UST has reported its gender pay gap, having previously reported on 30th March 2017 and 2018.

At the snapshot date of 31st March 2019, the Trust had 214 full pay relevant employees, comprising of 134 (62.6%) females and 30 males (37.4%). Although the number of relevant employees currently falls below the statutory reporting requirement, the Trust has agreed to publish the data for 2019.

The Trust's workforce is made up of leadership and management, teaching and support staff positions. Salaries and allowances are paid in accordance with both national and locally agreed pay and conditions, and associated guidance. The Greater London Provincial Council (GLPC) Job Evaluation Scheme is used to evaluate and benchmark the pay and grading of all support staff roles. This helps ensure that men and women who carry out the same jobs, similar jobs or work of equal value, are remunerated on an equal basis.

For the snap shot date of 31st March 2019, the Trust's gender pay gap data is as follows:

	Calculation	Definition	% Gap
1	Mean Pay Gap	The difference between the mean hourly rate of pay that male and female receive is	9.8%
2	Median Pay Gap	The difference between the median hourly rate of pay that male and female full pay relevant employees receive is	0.7%
3	Mean Bonus Gap	The difference between the mean bonus rate of pay that male and female relevant employees receive is	0%
4	Median Bonus Gap	The difference between the median bonus rate of pay that male and female relevant employees receive is	0%
5	Proportion of males and females receiving a	During the 12-month period ending with the snapshot date of 31 st March 2019, 0% male and 0% female of relevant employees received a bonus payment	0%

	bonus payment			
6	Proportion of males and females in each Quartile Pay Band	Lower quartile	30.2% male	69.8% female
		Middle lower quartile	44.4% male	55.6% female
		Middle upper quartile	34.0% male	66.0% female
		Upper quartile	40.7% male	59.3% female

Comparison to the gender pay gap data for the snap shot date of 31st March 2018 (reported 30th March 2019).

The Trust's gender pay gap for the snap shot date of 31st March 2019 has increased by 3.0% to 9.8% in favour of men.

The Trust continues to employ significantly higher levels of women in all pay quartiles, reflecting the higher number of female employees. In 2019 there were equal numbers of women employed in Band A and B (lower quartile bandings) as there were in Band C and D (upper pay quartiles). There continues to be more women than men employed in the upper pay quartile bands. However there are also significantly more women than men in the lower quartile bands, specially Band A (nearly 70% are female) where there has been an increase of 10% since 2018. Staff in Band A represent nearly 25% of the workforce. There has been a 9% decrease of women employed in Band B. Whilst there has been an increase in the females employed in the upper pay quartiles, it has only been a small percentage increase of between 0.6 % and 3 %. There is still likely to be an issue that those men employed in the upper quartiles are likely to be in higher paid positions than the females within these bandings. For example, in this reporting period, the CEO and two Headteachers were male, as were two out of the three Deputy Headteachers employed.

These factors are likely to have contributed to the increase in the mean and median gender pay gap, in favour of men.

Working To Reduce/Eliminate The Trust's Gender Pay Gap

The UST is continuing to report a relatively low gender pay gap in favour of men. However, the Trust wants to continue to understand why the gender pay gap exists and what action can be taken to ensure that any gender pay gap, in favour of men, is further reduced or eliminated.

The Trust continues to progress with the development of a People Strategy focussing on Recruitment and Retention, People Development and Well-Being and Workload. Further development has taken place to ensure that pay and appraisal policies have been implemented consistently across the Trust.

The 2019 reporting period will also include the changes to pay for the staff at the Royal Greenwich Trust School who were moved on to national terms and conditions on 1st September 2018 and away from being paid for a contractual 40-hour working week. This change will have impacted favourably on the calculation for the hourly rate of pay for both teaching and support staff, although the impact on the mean gender pay gap will be dependent on the percentage split of male and female staff at the school.

Whilst any benefits will not show until the next reporting period (snapshot date 31st March 2020), in April 2019 all cleaning staff, where the workforce is predominantly female, were assimilated onto the new NJC pay scales, which has also improved the pay of these staff.

In addition, the 2020 reporting period will include the appointment of a new female CEO in October 2019 and a new female Headteacher (RGTS) recruited in February 2020. An additional female Deputy Headteacher (RGTS) was appointed in September 2019 and a senior member of the Trust's finance staff was also appointed in February 2020.

A review of a number of HR Policies and Procedures, including special leave arrangements will also be underway in 2020/21 to ensure that family friendly and flexible working benefits are maximised.

Confirmation

I confirm that the information used for the above calculations was taken from the Trust's payroll data as of the snap shot date of 31st March 2019 and is a fair representation of the required gender pay gap information.

Gill Kemp

CEO UST