

University School Trust, East London

(Data from 31st March 2022, Published by 31st March 2023)

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, Royal Greenwich Trust School (RGTS) a secondary school, and Cyril Jackson Primary School (CJPS) a two-form entry primary school. 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 sixth year that the UST has reported its gender pay gap, having previously reported on 30th March 2017 - 2022.

It is a statutory requirement for public sector bodies with 250+ relevant employee to report their gender pay gap.

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 ensures that men and women who carry out the same jobs, similar jobs or work of equal value, are remunerated on an equal basis.

At the snapshot date of 31st March 2022, the Trust reported the number of employees as;

	Total	Females	Males
March 2022	417	275 (65.9%)	142 (34.1%)

For the snapshot date of 31st March 2022, the Trust's gender pay gap data is as follows:

		2021		2022	
Mean gender pay gap		6.3%		8.5%	
Median gender pay gap		7.9%		6.4%	
Mean gender bonus pay gap		0%		0%	
Median gender bonus pay gap		0%		0%	
Percentage of male employees receiving a bonus		0%		0%	
Percentage of female employees receiving a bonus		0%		0%	
		Males		Females	
		%		%	
Band	Description	2021	2022	2021	2022
Total	All staff information	37.5	34.1	62.5	65.9
A	Percentage of male and female staff in the lower pay quartile band	25.0	23.8 (-1.2)	75.0	76.2 (1.2)
B	Percentage of male and female staff in the middle lower pay quartile band	40.7	37.5 (-3.2)	59.3	62.5 (3.2)
C	Percentage of male and female staff in the middle upper pay quartile band	43.2	35.6 (-7.6)	56.8	64.4 (7.6)
D	Percentage of male and female staff in the upper pay quartile band	40.7	39.4 (-1.3)	59.3	60.6 (1.3)

Comparison to the mean gender pay gap data for the snapshot date of 31st March 2021

Each of the four pay quartile bands represents 25% of the Trust's directly employed and relevant workforce (rounded). The Trust continues to employ a higher percentage of females than males within the Trust and across all pay quartiles. The percentage of the workforce who are female has increased in all quartiles but most notably in band C.

The percentage difference in terms of workforce is greatest in the lowest pay band, band A. The other bands are close to the overall workforce gender distribution.

In 2022, 69.4% of staff in the two lower paid quartiles, bands A and B, are female compared to 67.1% in 2021. In bands C and D, the two upper pay quartiles the proportion of women has increased from 58.0% to 62.5%.

The relatively higher increases in the proportion of women in bands B, C and D in comparison to band A will likely be the cause of the positive change in the median gender pay gap. The significant and increased difference in band A regarding gender is likely the cause of the continued larger mean gender pay gap.

As with many other schools/Trusts, within the UST there is a higher number of females employed in lower paid support staff positions such as teaching assistants, administrative and clerical roles. These roles are often part-time and term time only positions.

Working To Reduce The Trust's Gender Pay Gap In Favour of Men

Compared to the other Public Sector bodies and organisations within the same sector and industry, the UST continues to report a relatively low gender pay gap percentage in favour of men. However, the Trust will continue to look at what action can be taken to ensure that any gender pay gap (in favour of men) is further reduced.

In support of the above, during 2022 the Trust has:

- o Continued to annually review its pay policies to ensure they are fair, equitable and transparent and ensure that all salaries and allowances are set in accordance with agreed national and local arrangements;
- o Ensured support staff roles continue to be evaluated using the agreed job evaluation process;
- o Reviewed its appraisal policies for teachers, support and centrally employed staff to ensure they are robust, transparent and a consistent approach is applied. Also, to support the fair and equitable implementation of the annual performance related pay progression process for teachers and the UST Executive.
- o Reviewed its HR Recruitment and Onboarding procedures to help reduce the risk of unfair and discriminatory recruitment practices.
- o Reviewed of several other HR Policies and Procedures, including Special Leave, Maternity, Paternity, Adoption and Shared Parental leave to enable family friendly and flexible working practices.

Confirmation

I confirm that the information used for the above calculations was taken from the Trust's payroll data as of the snapshot date of 31st March 2022 and is a fair representation of the required gender pay gap information.

Gillian Kemp

Trust Leader, UST

Gender Pay Gap Reporting- Relevant Definitions

1. Mean Gender Pay Gap

This metric shows the percentage gap in the average salaries (including bonus payment) of men and women based on standard hourly rates of pay during the respective pay period.

X-pert HR has reported where the Trust is in relation to other the rest of the Private, Public and Education Sectors and whether or not the Trust is:

- Close to the average i.e. 5% either side
- Higher or lower than average i.e. between 5.1% and 10% either side
- Considerably higher or lower than average i.e. more than 10% either side

2. Median Gender Pay Gap

This metric shows the percentage gap in median salaries (including bonus payment) of men and women based on standard hourly rates of pay during the respective pay period. The median is the middle value when all values are ranked highest to lowest. The median is more representative than the mean of typical pay differences because it is less affected by a handful of considerably higher or lower salaries. However, it does not account for one of the most significant factors in determining the gender pay gap i.e. the sometimes very high pay rates of largely male boardrooms.

3. Pay Quartiles By Gender

In the context of gender pay gap reporting, the pay range is not divided into four equal parts. the four quartile pay bands are created by dividing the total number of full-pay relevant employees (that is, not the pay bands) into four equal parts. For there to be little or no gender pay gap, there should be the same ratio of men and women in each pay quartile band. An organisation with a high ratio of men to women in Band D is likely to have a gender pay gap, as is an organisation with a high ratio of women in Band A.