

## Gender Pay Gap Report March 2023

**(Data from 31<sup>st</sup> March 2023, Published by 30<sup>th</sup> March 2024)**

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.

University Schools Trust (UST) is a multi-academy Trust, formed in 2016, comprising of three schools located in the boroughs of Tower Hamlets and Greenwich. Our schools deliver primary and secondary education (from age 3 to 18) with a total of 444 employees. 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 30<sup>th</sup> March each year. This is the seventh year that the UST has reported its gender pay gap, having previously reported on 30<sup>th</sup> March 2017 - 2023.

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 **31<sup>st</sup> March 2023**, the Trust reported the number of employees as;

	Total	Females	Males
<b>March 2023</b>	444	304 (68%)	140 (32%)

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

		<b>2022</b>		<b>2023</b>	
Mean gender pay gap		8.5%		12.9%	
Median gender pay gap		6.4%		13.0%	
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%	
		<b>Males</b>		<b>Females</b>	
		%		%	
<b>Band</b>	<b>Description</b>	<b>2022</b>	<b>2023</b>	<b>2022</b>	<b>2023</b>
<b>Total</b>	<b>All staff information</b>	<b>34.1</b>	<b>32</b>	<b>65.9</b>	<b>68</b>
<b>A</b>	Percentage of male and female staff in the lower pay quartile band	23.8	<b>19.8</b> <b>(4.0)</b>	76.2	<b>80.2%</b> <b>(4.0)</b>
<b>B</b>	Percentage of male and female staff in the middle lower pay quartile band	37.5	<b>29.2</b> <b>(-8.3)</b>	62.5	<b>70.8</b> <b>(8.3)</b>
<b>C</b>	Percentage of male and female staff in the middle upper pay quartile band	35.6	<b>37.8</b> <b>(2.2)</b>	64.4	<b>62.2</b> <b>(-2.2)</b>
<b>D</b>	Percentage of male and female staff in the upper pay quartile band	39.4	<b>39.5</b> <b>(0.1)</b>	60.6	<b>60.5</b> <b>(-0.1)</b>

### **Comparison to the mean gender pay gap data for the snapshot date of 31<sup>st</sup> March 2022**

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 and across all pay quartiles. The overall percentage of the school's workforce made up by females has increased 2.1% to 68% from 2022.

Overall, the gender distribution in each pay band is not representative of the workforce as a whole. Compared to the total average, females are overrepresented in the lower paid bands, and conversely underrepresented in the higher paid bands.

- In pay band's A and B (the lower paid quartiles) the percentage of women making up the workforce has increased, 4% and 8.3% respectively. The total population of this section of the workforce is 75% female, up from 69% the previous year. *NB: Over 80% of band A is now female.*
- The upper pay quartiles are more representative of the overall workforce gender distribution, and have been relatively stable. From 2022, band C has seen a small decrease of 2.2% in terms of female representation, while it is 0.1% in band D. This means that band C is now 62% female, and band D is 61%.

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.

## **Actions taken by the Trust during 2023 to help contribute towards the reduction of the Gender Pay Gap**

In support of the above, during 2023 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 and 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 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 **31<sup>st</sup> March 2023** 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.