



ENHANCE ACADEMY TRUST

**GENDER PAY GAP REPORT**  
**2019/2020**  
**ENHANCE ACADEMY TRUST**

**Approved by:** Enhance Academy Trust, Board of Trustees

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Contents

Introduction..... 3

Methodology ..... 4

Relevant employees ..... 5

Full-pay relevant employees ..... 5

Mean gender pay gap..... 6

Median gender pay gap..... 7

Mean Bonus Gender Pay Gap & Median Bonus Gender Pay Gap..... 8

The portion of males and females receiving bonus payments ..... 8

Quartile pay bands - male and female proportion..... 9

What changes and recommendations could be considered? ..... 9

FEMINAL

### Introduction

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, require 'specified public authorities' including multi academy trusts with 250 or more employees to report and publish gender pay gap information. This sets out statutory calculations every year showing how large the pay gap is between their male and female employees.

Enhance Academy Trust ("the Trust") is the legal employer for more than 250 employees. This means that it has been required to publish its gender pay information annually from 31 March 2020.

Further information on Gender Pay Gap Reporting can be found on the following link:

<http://www.acas.org.uk/index.aspx?articleid=5768>

The Trust is committed to equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any of the other protected characteristics listed above) and as a Trust follow the School Teachers' Pay and Conditions document (STPCD) and statutory guidance relating to the determination and rates for teachers pay. This is set out in the Trust Pay Policy, which is updated each year. The Trust also follows the National Joint Council (NJC) for determining the scale point rates for support staff pay. For positions which fall outside the remit of the STPCD and NJC, the Trust follows a rigorous job evaluation process to determine the salary range/spot salary for those positions.

The gender pay gap is the difference between female and male average hourly earnings. It is much broader than the issue of equal pay and describes the fact that women's average pay remains significantly lower than average men's pay.

#### **Please note:**

**This report is based on data taken from the Trust establishment reports for the period 1 April 2019 to 31 March 2020. The snapshot date is the 31 March 2020.**

For the purpose of this Gender Pay Gap report analysis, the report is representative of our Trust, a Multi Academy Trust of eleven schools (one 16 plus academy and ten primary academies) and the Trust Central Team.

All establishments requested the gender identity of their employees prior to the start of this analysis. All establishments confirmed that their employees identified as their birth gender (i.e. male/female) and therefore for the purpose of this report the gender assigned to an individual (i.e. male/female) has been done using their 'title' (i.e. Mr, Mrs, Ms or Miss), if an individual has expressed or the Trust is aware, that they do not identify with this gender, current government guidance is that their data be omitted from the report. Currently Gender Pay Gap Reporting only legislates for those who identify as Male or Female. The Trust can confirm that no employees identify as a gender which would fall under the category of "other".

This report is broken down by '[relevant employees](#)' and '[full-pay relevant employees](#)' – these categories are specified by the government within the gender pay gap reporting guidance.

As there is currently no clear guidance on how to report on staff who have more than one contract with the trust. It is advised, if they are classed as a full-pay relevant employee, to add up all relevant pay paid to them during the relevant pay period and apply the appropriate calculation. This affects 173 roles within the Trust. Some of the roles affected were zero hours/casual worker agreements, following a rigorous review of the work conducted during the relevant pay period, some roles were removed from the calculation as no work had been undertaken in that position during the relevant pay period. The total number of employees employed at the Trust is 538.

### **Methodology**

The Trust has a substantial number of employees undertaking more than one role, whether this be a contracted role or a casual/zero-hour role. So, an accurate and fair figure could be reached for these employees, the Trust used the following method to calculate their hourly rate.

#### *Employee with two + contracts – both with stipulated contracted hours*

The full-time equivalent salaries for all positions held by the employee were added together and divided by the number of roles to give the average FTE annual salary. All hours of work were added together to create one clear figure. If an employee had an all year round and a term time only role; the hours for the term time only contract would be averaged out over a 52 working week instead of a (example) 46 working week. This would ensure all hours were accounted for in a direct proportion to other employees. The stipulated calculation would then be used to work out an employee's hourly rate.

#### *Employees on a casual/zero-hour contract*

All data for casual employees was reviewed and those who had not completed any work in the 12 working weeks prior to the snapshot date or a total of 12 working weeks during the relevant pay period, were removed from the calculation. Those who were identified as conducting work in the 12 working weeks prior to the snapshot date or had 12 working weeks of hourly pay across the relevant pay period, were included as full-pay relevant employees so long as they had received their normal rate of pay. All casual/zero hours staff at the Trust have a fixed hourly rate, therefore the employees hourly rate used in the calculation would be an exact match to this.

#### *Employees on more than one contract including a casual/zero-hour contract*

For those employees who held multiple roles and one or a proportion of those were casual/zero hours contract. The methodology above was combined and used to demonstrate an accurate and fair figure for those employees.

### **Previous report**

There is a substantial difference in the gender pay gap information reported by the Trust for 2018/19 compared to the report for 2019/20. This was due to a misunderstanding of the guidance and how employees were categorised into full-pay relevant or relevant, all employees were considered full-pay relevant. The Trust engaged the support of an external consultancy firm who were able to provide the report using their in-depth knowledge of the reporting requirements to create an accurate report.

## Relevant employees

Relevant employees are defined as “all employees employed by the employer on the snapshot date of a given year, except for partners.

Relevant employees also include those identified as full-pay relevant employees and all other employees employed on the snapshot date but on less than full pay because of leave.

The Trust workforce of relevant employees stands at 538 employees, 490 female and 48 male employees. The gender make-up of the workforce, analysed by establishment setting, depicted in table 1, shows females represent 91.1% of the workforce and males represent 8.9%. Females make up a higher percentage of the relevant employee workforce in all settings.

Table 1:

Establishment	Gender		Grand Total
	Male	Female	
CAPA College	4	16	20
Christ Church Academy	5	38	43
Diamond Wood Academy	3	66	69
Enhance HQ	2	4	6
Featherstone All Saints CE Academy	1	36	37
Lepton CE Academy	3	24	27
Overthorpe CE Academy	9	54	63
Sandal Magna Community Academy	4	36	40
St Botolphs Academy	5	44	49
St. Giles C of E Academy	3	56	59
St. Helens CE Academy	4	40	44
St. Michael's CE Academy	5	76	81
<b>Grand Total</b>	<b>48</b>	<b>490</b>	<b>538</b>

## Full-pay relevant employees

Full-pay relevant employees are defined as “any employee who is employed on the snapshot date and who is paid their usual full basic pay (or pay for piecework) during the relevant pay period”

Regardless of an employee working hours/working pattern, as long as they have received their usual full basic pay for the relevant pay period, they will be included as a full-pay relevant employee.

If an employee is paid less than their usual basic pay or piecework rate, or nil, during the relevant pay period due to leave (maternity, paternity, adoption, shared parental leave, special leave and sickness leave) their data will not be included in this section.

If an employee is paid less than their usual basic pay or piecework rate for any reason other than leave (i.e., strike action), they will still be classified as a full-pay relevant employee.

The Trust workforce of full-pay relevant employees stands at 371 employees, 328 female and 43 male employees. The gender make-up of the workforce, analysed by establishment setting, depicted in table 2, shows females represent 88.4 % of the full-pay relevant workforce and males represent 11.6%. Females still make up a higher percentage of the full-pay relevant employee workforce in all settings.

Table 2:

Full Pay Relevant Gender by Establishment	Gender		
	Male	Female	Grand Total
CAPA College	4	13	17
Christ Church Academy	3	25	28
Diamond Wood Academy	3	33	36
Enhance HQ	1	3	4
Featherstone All Saints CE Academy	1	23	24
Lepton CE Academy	3	23	26
Overthorpe CE Academy	9	43	52
Sandal Magna Community Academy	3	24	27
St Botolphs Academy	4	27	31
St. Giles C of E Academy	3	47	50
St. Helens CE Academy	4	25	29
St. Michael's CE Academy	5	42	47
<b>Grand Total</b>	<b>43</b>	<b>328</b>	<b>371</b>

### Mean gender pay gap

The mean (average) of a data set is found by adding all numbers in the data set and then dividing by the number of values in the set. The mean gender pay gap is calculated on gross hourly rate, an employee's part-time/full-time or term time only/all year status does not apply to this calculation.

Mean gender pay gap calculation

$$\frac{(\text{Male mean average hourly salary} - \text{Female mean average hourly rate})}{\text{Male mean average hourly rate}} \times 100$$

Table 3: Mean Gender Pay Gap

Male average hourly rate	Male head count	Female average hourly rate	Female head count	Gender Pay Gap Percentage	Monetary Difference
£40.66	43	£25.30	328	<b>37.8%</b>	£15.36

Overall, the Trust staff have a mean gender pay gap of 37.8% (£15.36 per hour). The reason for this can be explained using the data analysis below (depicting all relevant employees), which show the mean average gender pay gap by job type (this does not consider the establishment setting i.e., Trust Central, Primary or Secondary).

Table 4: Relevant Employees Average Salary by Job Type

Job Type	Number of Males	Average Contracted Salary	Number of Females	Average Contracted Salary
Trust	2	£67,071.06	4	£33,082.15
Leadership	9	£60,465.49	22	£52,845.09
Teacher	19	£33,634.49	117	£29,743.33
Support	16	£17,642.13	319	£12,305.73
<b>Grand Total</b>	<b>46</b>	<b>£34,775.24</b>	<b>462</b>	<b>£18,822.54</b>

Although female’s hold more senior positions within the Trust, their Male counter parts are in receipt of higher salaries. This may be due to previous periods of extended leave (i.e., Maternity Leave) which has consequently delayed their career progression up to and through Leadership and they may hold part time positions. Similarly, the majority of female employees working at the Trust are in support staff roles (i.e. cleaners, lunchtime supervisors and teaching assistants etc.). 82.7% of female support staff positions are at SCP 20 or below, this significantly contributes to the overall existing gender pay gap size of nearly 40% as only 17.3% of female support staff are in higher graded positions. Please note, employees with more than one role have not been taken into consideration when analysing those paid at SCP 20 or above, this is due to their roles being paid below or above SCP 20 and to avoid all confusion, have been removed.

**Median gender pay gap**

The median (average) of a data set is found by sorting all numbers in the data set from smallest to largest and then identify the middle (median) values in the set. The median gender pay gap is calculated on gross hourly rate, an employee’s part-time/full-time or term time only/all year status does not apply to this calculation.

An example of how the median average is identified - 1 1 3 4 5 **5** 5 6 8 9 10  
 Highlighted is the median of the example data set

Median gender pay gap calculation

$$\frac{(\text{Male median average hourly salary} - \text{Female median average hourly rate})}{\text{Male median average hourly rate}} \times 100$$

Table 5: Median Gender Pay Gap

Male average hourly rate	Male head count	Female average hourly rate	Female head count	Gender Pay Gap Percentage	Monetary Difference
£40.93	43	£17.29	328	<b>57.8%</b>	£23.64

Overall, the Trust staff have a median gender pay gap of 57.8% (£23.64 per hour). The reason for this can be explained, again, as male employees hold senior positions within the Trust (Academy Director, Headteacher/Principal, Acting Headteacher, Deputy Headteacher/Principal). Additionally, as there are less

men in positions across the Trust, the range for calculating their median value is a lot less than those of their female counterpart, therefore the median value for their gross hourly rate is higher.

**Mean Bonus Gender Pay Gap & Median Bonus Gender Pay Gap**

In contradiction to the mean and median gender pay gaps for hourly rates of full-pay relevant employees, only two bonus payments, in the form of recruitment and retention allowances, were in place during the relevant pay period. Both payments were received by female full-pay relevant employees in the form of an annual payment.

The mean and median bonus gender pay gap is £2,236.80 per annum.

These bonus payments were in place for these roles to incentivise Teachers of the core subject (English, Maths and Science), in the Kirklees Authority. As the most suitable candidates, two female employees were successful in the application for these roles and their corresponding bonus.

**The portion of males and females receiving bonus payments**

As no male employees are in receipt of a bonus payment, the portion of males receiving a bonus payment is 0%. Only two bonuses are paid to female employees across the Trust, as nearly 90% of the workforce is represented by female employees, this makes the portion of females receiving a bonus payment very low at 0.6%. This data is depicted in table 6.

*Table 6: Portion of bonus payments*

Male average bonus payment	Male head count	Portion of males receiving bonus payment	Female average bonus payment	Female head count	Portion of females receiving bonus payment
£0.00	43	0%	2	328	0.6%

In the Education sector, bonus payments are not very common due to the School Teachers’ Pay and Conditions Document and NJC National Agreement on Pay and Conditions of Service Document (Green Book), only allow bonuses in very specific circumstances. Teaching and Learning Responsibilities Allowances (TLRs) and Special Educational Needs Allowances (SENs) fall under an employees “ordinary basic pay” as these payments are directly attached to the role. Recruitment and Retention allowances (R&R) are the only additional payments under the STPCD which would fall under the classification of a “bonus payment”. Similarly, in the NJC Green Book, honorariums are the only explicit “bonus payment” available to support staff, however a significant number of these payments were removed due to changes in the document in 2017.

There are currently no other bonuses in the form of First Aid Allowances, Fire Warden Allowances, Recruitment and Retention Allowance or On-call Allowances, in place at the Trust.

### Quartile pay bands - male and female proportion

The quartile pay bands are calculated by arranging all the data in size order, then separating the data into four equal groups (upper quartile, upper middle quartile, lower middle quartile and lower quartile), creating the quartiles of pay within the establishment. The quartile pay bands are calculated on gross hourly rate, an employee’s part-time/full-time or term time only/all year status does not apply to this calculation.

	Male		Female	
Lower Quartile	3	3.3%	89	96.7%
Middle Lower Quartile	6	6.5%	87	93.5%
Middle Upper Quartile	10	10.8%	83	89.2%
Upper Quartile	24	25.8%	69	74.2%

When analysing the results of the quartile for all employees (including those who have now exited the Trust), the female gender holds a higher percentage of employees in the upper middle, lower middle and lower quartile. Males are still represented more prominently in the upper quartile.

Analysing the pay band quartiles for existing employees in the Trust, females hold a higher percentage of roles in all quartiles. This is due to 88.4% of the Trust staff being female compared to 11.6% being male.

The gender pay gap for the whole economy according to the Office for National Statistics (ONS) was 15.5% in 2020, which was down from 17.4% in 2019. In education, this is recorded as 12.7%. The Trust has a gender pay gap of 37.8%, which currently exceeds the average for the education sector. However as Enhance has a Multi-Academy Trust structure, certain strategic and operational leadership positions are required at a higher level than a secondary school headship, therefore the gender pay gap is expected to be higher to account for the higher salary cost.

### What changes and recommendations could be considered?

As an employer using high quality data to understand the drivers of the gender pay gap, the Trust can target their actions and therefore deliver the most effective results.

The Trust is committed to doing everything possible to reduce the gap. However, the Trust is aware this can be a difficult task. The Trust could develop a time-bound and target-driven action plan to close any identifiable gap. Being proactive by creating an action plan on ways in which the Trust considers closing the gap sends a strong signal of commitment to gender equality in the workplace.

Some of the recommended actions for the trust to consider are as follows:

- Encourage the uptake of shared parental leave
- Consider researching whether it is appropriate to offer unconscious bias training across the trust
- Leadership Development Training
- Diverse selection panels
- Networking programmes.
- Use skill-based assessment tasks in recruitment rather than relying on interviews
- Talk to the employees by conducting a survey and obtain feedback

The Trust will be working closely with external advisory firms to put in place the recommendations above. Due to the coronavirus pandemic, some of these actions may take longer to integrate into normal Trust business. The Trust aims to see a steady decrease of the gender pay gap over the next 5 to 10 years.

**End of report.**

FEMALE