



Diocese of Coventry Multi Academy Trust

2020 Gender Pay Gap Report

Introduction

The Diocese of Coventry Multi Academy Trust are committed to equality, and to closing our Gender Pay Gap. We value diversity across our organisation, as we believe it enables us to provide an inclusive environment for all our children across all our academies. Through employee data analysis and the implementation of people strategies, our current data shows a reduction in the Gender Pay Gap from previous years, however there is more action we can, and wish to take.

The Trust is fully committed to supporting the fair treatment of all employee, irrespective of their gender. With strategies that include **Being an Excellent Employer**, meaning one which employees do not wish to leave and which others wish to join, we cannot afford to, nor do we, trail the pack.

We work hard towards, and will continue to make improvements in, the areas of:

- ensuring pay decisions are equitable and fair, and our reward policies are impactful
- offering equality of opportunity, and promoting diversity
- having fair and transparent recruitment processes that are effective at selecting great people
- building strong succession and retention plans
- delivering, and supporting others to deliver, great learning

The Gender Pay Gap Explained

Before looking at our findings, it is important to spend some time understanding the gender pay gap and how it differs from equal pay.

Equal Pay is the right for men and women to be paid the same when doing the same work of equal value. **Gender Pay Gap** is a measure of the difference between men's and women's average earnings across an organisation. It is expressed as a percentage of men's earnings.

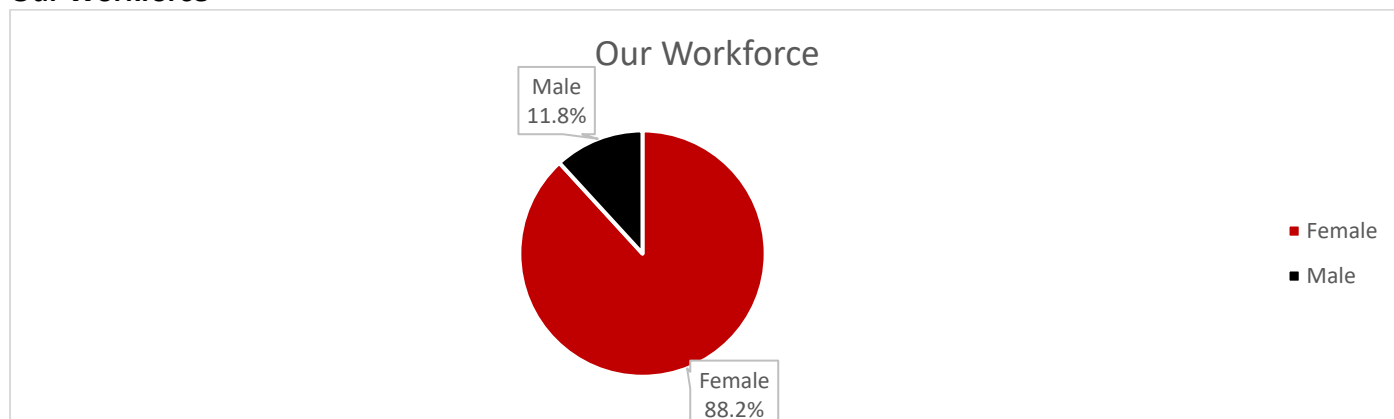
The legislation states that specific key metrics should be highlighted, these are:

1. the difference in the mean pay of full-pay men and women, expressed as a percentage;
2. the difference in the median pay of full-pay men and women, expressed as a percentage;
3. the difference in the mean bonus pay of men and women, expressed as a percentage;
4. the difference in the median bonus pay of men and women, expressed as a percentage;
5. the proportion of men and women who receive bonus pay: and
6. the proportion of full-pay men and women in each in each of four quartiles pay bands

The Gender Pay Gap Report is based on relevant data as at 31st March 2020. The figures are calculated using the mechanisms as set out in the gender pay gap reporting legislation. At the Trust we are concerned with metrics 1, 2 and 6. The Trust did not, and continues not have a bonus pay scheme in place and therefore we have not reported on metrics 3, 4 and 5.

Our Trust and the Gender Pay Gap

Our Workforce



At 31st March 2020, the Trust employed staff in 805 roles, 710 of those roles were held by females (88.2%) and 95 (11.8%) by males, across 18 academies; 17 primary and 1 secondary plus a central office. The Trust operated then, and continues to operate now, across two local authorities and two different national geographical pay bandings for staff.

Our Hourly Pay Gap:

Mean
18.29%

Median
26.04%

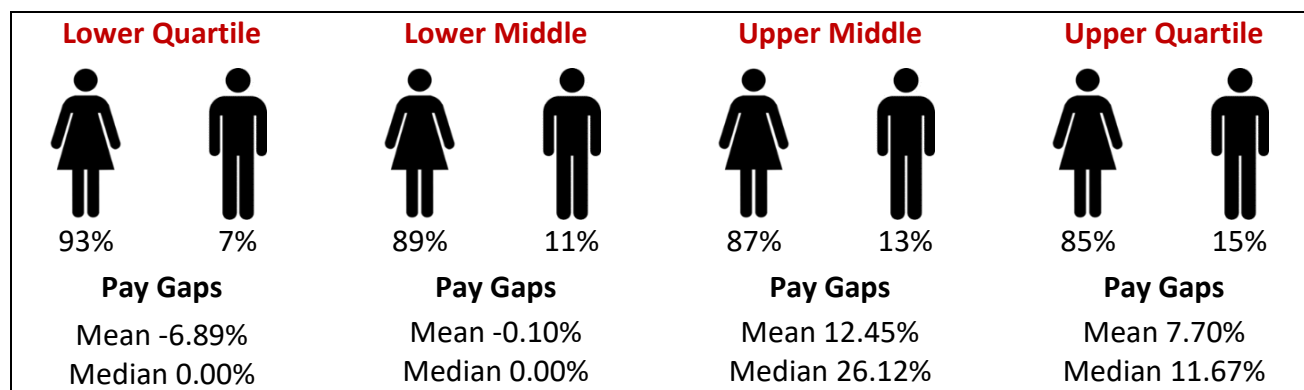
Since reporting the Gender Pay Gap commenced, the Trust has tracked in the right direction in so far as closing both the Mean Pay Gap and the Median Pay Gap. However, there have been fluctuations, and in 2020, both pay gaps widened compared to those reported in 2019, and after two years of both gaps closing.

The range for the Mean Pay Gap, over the four years of reporting has been 15.09% to 18.81%, indicating that the Mean Pay Gap is relatively stable, and gradually closing, whereas the range for the Median Pay Gap has been 7.32% to 37.13%. We believe that both pay gaps are sensitive to our predominantly female population, which characterises all role types, but especially the Median Pay Gap. Additionally, we believe both our pay gaps are impacted by an even greater proportion of roles which fall within quartile 1, being held by females, i.e. over 93%, compared to remaining quartiles where an average of 86% are held by females.

Our Pay Quartiles

This data reflects the percentage of women and men in four quartile pay bands, by dividing our workforce into four equal parts. Also reported are the mean and median pay gaps for each pay quartile. As detailed earlier, typically for the Education Sector, we have a predominantly female population across all pay quartiles.

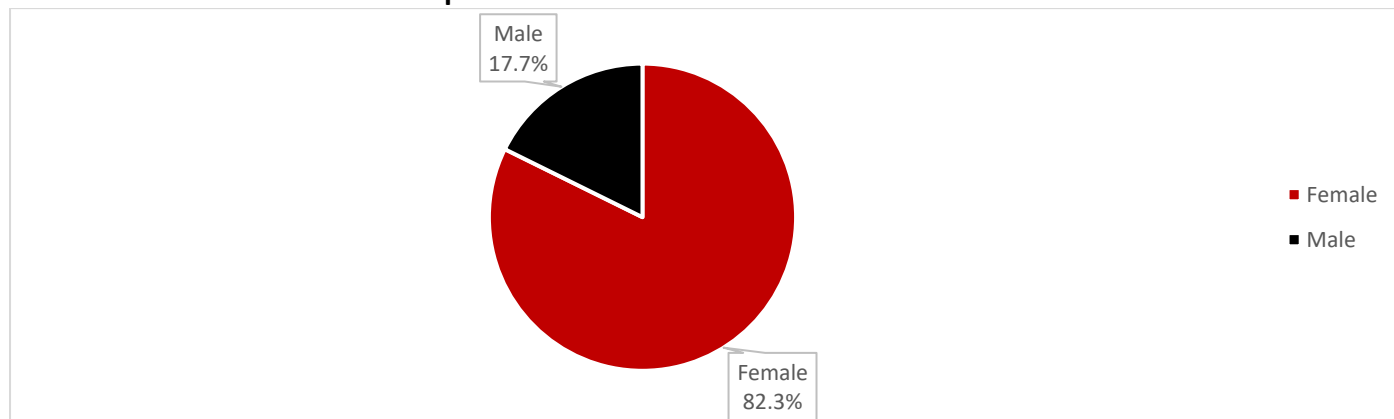
The proportion of females/males in each quartile pay band is as follows:



There is no, or very close to no, gender pay gap in the Lower Middle pay quartile. The Upper Middle pay quartile is where our largest pay gap occurs, and conversely within the Lower pay quartile, where we see negative percentage figures, we have a pay gap which indicates that typically or overall, male employees have lower pay than female employees.

As our workforce is made up of a relatively small proportion of males, our pay gaps are extremely sensitive to the pay data of every member of our male population. Our pay gaps need to be read in context of our female to male population ratios. Not doing so could lead to misinterpretation of the results.

Our Workforce – Our Teacher Population



Going further, we chose to conduct the same approach to analysing the data for our Teacher (only) population, made up of 243 staff with 200 (82.3%) being female and 43 (17.7%) being male. Below are our results:









Our Teacher Population's Hourly Pay Gap:



In the three years that we have been reporting the Teacher population separate from the total population, we have seen a year on year closing of both the Mean and Median Pay Gap. The range for the Mean Pay Gap, is 5.61% to -1.06% and the range for the Median Pay Gap is 6.97% to -3.69%. This data suggests that for the Teacher population, where there is a higher percentage on males compared to the Total Population, the Trust has year on year successfully closed both pay gaps. This may be as a result of there being a greater proportion of males in this group, thereby limiting the impact that changes in pay of individual males can have on the overall statistical results of Gender Pay Gap reporting. However, we believe it is indicative of the strategies and practices we have in place at the Trust to engender fair and equal pay between the sexes.

Our Teacher Population Pay Quartiles

The proportion of females/males in each quartile pay band is as follows:

Lower Quartile		Lower Middle		Upper Middle		Upper Quartile	
							
75%	25%	85%	15%	93%	7%	75%	25%
Pay Gaps		Pay Gaps		Pay Gaps		Pay Gaps	
Mean -7.03%		Mean -0.43%		Mean 0.25%		Mean 0.95%	
Median -7.89%		Median 0.00%		Median -1.88%		Median 5.39%	

There is a negative or zero (or at least statistically very close to zero) gender pay gap across all pay quartiles within our Teaching Population, with only one exception.

Our Gender Pay Gap Explained

The Gender Pay Gap is a high level indicator of female and male earnings. Using a common methodology of calculation, as required by the Government, it enables organisations to compare their results with others on equal terms.

Our workforce is 88.2% female, which is higher than the national sector average of 72% (FE News, May 2019). Other useful UK sector wide comparisons are listed below:

Role	Pay Gap	Percentage of women holding these jobs in UK
Educational Support Assistants	-4%	89%
Primary and nursery education teaching professionals	2.6%	78%
Teaching and Education professionals	7.5%	54%

(Office of National Statistics, April 2019)

Referring to our Teacher Population of employees, our mean and median pay gaps, are below the gender pay gap for all UK employees, of 15.5% (Office of National Statistics, April 2020). We recognise that this is not mirrored in across our Total Population of employees.

Our pay gap in the Upper Middle quartile of the total population might be explained by the gender pay gap typically varying with age, a reason being is that factors affecting women's employment and earnings opportunities become more evident when women are in their 30s and 40s. For example, time spent out of the labour market to care for children or elderly relatives could affect future earnings when a person returns to work. Nationally, for employees in their 20s or 30s, the gender pay gap tends to be smaller or negative when compared to other age profiles. We may see this trend reflected in the Lower and Lower Middle quartiles of our Teacher Population, where recently graduated, younger teachers are joining the profession at the lower end of the pay scale.

Key considerations include:

- for our Teaching Population, we continue to close our Gender Pay Gap, each year, over the 3 years of reporting, and since reporting began tracking a similar course for the our Total Population, albeit a more fluctuating pattern
- we are confident that our people are paid equally for the same work, which is reinforced by our use of pay structures based on nationally recognised pay scales
- we are experiencing a greater level of flexible working patterns, including but not limited to returners from maternity leave
- we are developing strategies to encourage greater diversity across the Trust

Summary

Whilst we are pleased that we are closing our Gender Pay Gap for our Teachers, we are not complacent, and are committed to reviewing and continued improvement of our practices.

I confirm that the above information has been prepared from our payroll data on the snapshot date and fairly represents the Gender Pay Gap information for the Diocese of Coventry Multi Academy Trust.

Michael Cowland
CEO

Approved at a meeting of the Diocese of Coventry Multi Academy People & Pay Committee on 2nd March 2021

References:

FE News website, May 2019 <https://www.fenews.co.uk/press-releases/29822-education-gender-split-revealed-only-28-of-education-sector-are-male>

Office of National Statistics, April 2020

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2020>

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