

Diocese of Coventry Multi Academy Trust: “The Trust where great people choose to work and grow”

2022 Gender Pay Gap Report

Introduction

The Diocese of Coventry Multi Academy Trust is 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 our academies. Through employee data analysis and the implementation of people strategies, our current data shows, that the general direction of travel is, 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 employees, irrespective of their gender. With strategies that include being **The Trust where great people choose to work and grow** - meaning one which colleagues 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, 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 understand gender pay gap reporting and how it differs from equal pay.

1. Equal Pay is the right for men and women to be paid the same when doing the same work of equal value.
2. 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.

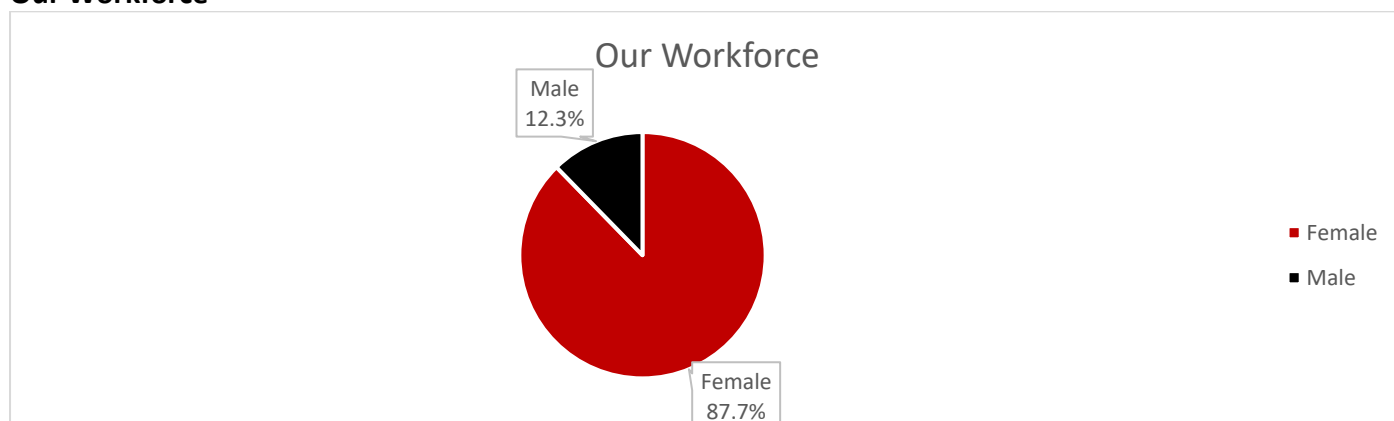
The legislation states specific key metrics should be highlighted when submitting gender pay gap reporting:

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 of 31st March 2022. The figures are calculated using the methodology set out in the gender pay gap reporting legislation. At the Trust, our focus is on metrics 1, 2 and 6. The Trust does not have a bonus pay scheme in place and therefore we do not report on metrics 3, 4 and 5.

Our Trust and the Gender Pay Gap

Our Workforce



At 31st March 2022, the Trust employed staff in 861 roles, 755 of those roles were held by females (87.7%) and 106 (12.3%) by males, across 19 academies; 1 primary school, 1 secondary school and the central team. This compares nationally to 70% of jobs in education being held by women (Commons Library Research Briefing, March 2022). 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

Median
29.50%

Mean
17.67%

In the six years of reporting the gender pay gap, results indicate a narrowing of both the median and mean pay gap. The median pay gap increased from last year by 4.8% (from 24.69% in 2021) but remains below that of the first year of reporting (37.13% in 2017). The median pay gap has ranged from 7.32% to 37.13%. The mean pay gap has remained relatively stable, with a range 15.09% in 2019 to 18.81% in 2017.

We believe that both pay gaps are sensitive to our predominantly female population, which characterises all role types, but the median pay gap is especially sensitive to this population. 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 90%, and a significantly high proportion of employees working part-time hours









The median pay gap for 2021, as reported by the ONS, was 15.4%, higher than the median pay gap for full-time workers of 7.9% because “...women fill more part-time jobs, which in comparison with full-time jobs have lower hourly median pay.” This data demonstrates how part-time working can significantly impact the median pay gap for the Trust.

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, we have a predominantly female workforce across all pay quartiles, which at 87.7% is greater than

Government figures as mentioned previously (where 70% of jobs in education being held by women). This can be explained by the number primary schools that make up our Trust.

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

Lower Quartile		Lower Middle		Upper Middle		Upper Quartile	
							
92%	8%	90%	10%	86%	14%	84%	16%
Pay Gaps		Pay Gaps		Pay Gaps		Pay Gaps	
Mean -4.09%		Mean -5.07%		Mean 11.89%		Mean 5.89%	
Median -1.98%		Median -4.02%		Median 20.34%		Median 5.50%	

There are marginal and/or negative gender pay gaps in the Lower and Lower Middle pay quartiles. 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.

The Upper Middle pay quartile is where our largest pay gap occurs. Comparing results from 2021 for the Upper Middle pay quartile, there has been a decrease in the Mean pay gap and a slight increase in the Median pay gap in 2022.

Upper Middle Quartile

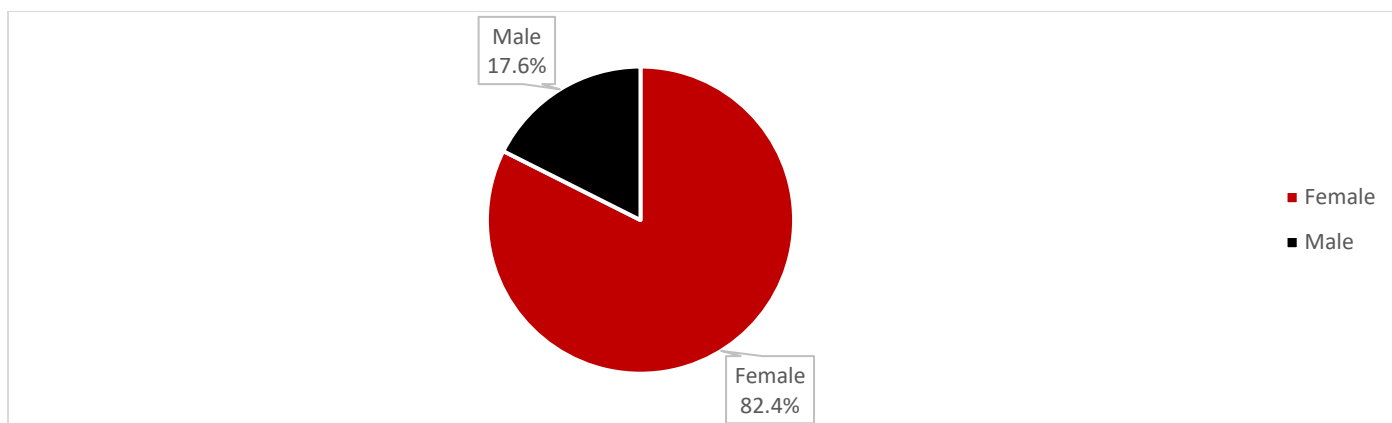
Year/measure	Mean	Median
2021	17.48%	19.07%
2022	11.89%	20.34%
Variance	-5.59%	+1.27%

Compared to the results for 2021, the Mean and Median pay gaps for the Upper pay quartile have marginally increased, each by less than 0.5%.

Year/measure	Mean	Median
2021	5.58%	5.18%
2022	5.89%	5.50%
Variance	+0.31%	+0.32%

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 used the same approach to analyse the data for our Teacher only population, made up of 273 staff with 225 (82.4%) being female and 48 (17.6%) being male. Below are our results:

Our Teacher Population's Hourly Pay Gap:

Mean
-0.70%









Median
-4.59%

In the five years that we have been reporting the Teacher population separately from the total population, we have seen a year on year closing of both the Mean and Median Pay Gap. 2020 was the first year that there was a negative number reported for both pay gaps (mean -1.06%, median -3.69%), which increased further in 2021 (mean -5.47%, median -5.16%). The range for the Mean Pay Gap, is 5.61% (2018) to -5.47% (2021) and the range for the Median Pay Gap is 6.97% (2018) to -5.16% (2021). This data suggests that for the Teacher population (where there is a higher percentage of males compared to the Total Population) the Trust has year on year successfully closed both pay gaps.

The greater proportion of males in the Teacher grouping, when compared to the total population, limits the impact that changes in pay for individual males can have on the overall statistical results of Gender Pay Gap reporting. However, we believe it is also 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%	81%	19%	93%	7%	81%	19%
Pay Gaps		Pay Gaps		Pay Gaps		Pay Gaps	
Mean 0.35%		Mean 0.61%		Mean 2.04%		Mean 4.62%	
Median 2.65%		Median 0.24%		Median 5.50%		Median 5.56%	

There is a negative or small (at least statistically speaking, i.e., less than 4%) gender pay gap across all pay quartiles within our Teaching Population.

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 87.7% female, which is higher than the national education sector average of 70% (House of Commons Library, Women and the UK Economy, March 2023). Small changes in pay for any of our smaller than sector average male population can, and does, have a significant impact on the pay gap calculations.

Referring to our Teacher Population of employees, our mean median pay gaps, are below the gender pay gap for all UK employees, with a median of 14.9% nationally (Office of National Statistics, 2022) and -4.59% for the Trust. However, we do recognise that this is not reflected 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. Factors affecting women's employment and earnings opportunities in their 30s and 40s, when compared to men's of the same age, for reasons of time spent out of the labour market to care for children or elderly relatives, can lead to significant pay gaps. It could also 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 the following (also see Appendix 1 for priority areas to be developed further in the Trust People Strategy, 2023-2026):

- year on year, over the five years of reporting the gender pay gap for our Teaching Population, we continue to close our Gender Pay Gap each year
- since reporting began, we are tracking a similar course for our Total Population, albeit a more fluctuating pattern
- we are confident that our people are paid equally for the same work, which is backed up by our use of pay structures based on nationally recognised pay scales and recently introduced a Central Team Pay Groups structure in September 2022.
- 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

Appendix 1. Priorities areas to be developed further in the Trust People Strategy, 2023-2026

- Provide greater support to help mitigate some of the systemic barriers to flexible working opportunities for all roles, including senior leaders:
 - This will include workforce planning led by the Head of HR to review overall teacher and leader numbers, contact time for teachers and leaders and additional funding required to support flexible working.
- Encourage and promote sharing caring responsibilities, including greater promotion of paternal leave.
- Remove the request for a current salary from our recruitment materials and requests for references.
 - Asking our candidates' current salary can undermine other diversity, equity and inclusion initiatives being undertaken.
 - Basing someone's salary on their previous pay, may result in inheriting gender, race, and class gaps in pay from previous roles, and 'baking them' into the Trust.
- Ensure the schools' core values support equality, diversity, and inclusion:
 - Hence, fostering a culture of inclusion and allow for open conversations around these issues so colleagues at all levels have the opportunity to contribute and suggest solutions.
- The Head of HR will continue to work collaboratively and network across trusts, and with sector organisations to support benchmarking and sharing best practise.
- Continue to review the external reference request process to ensure we avoid gender bias (i.e., not requesting information on how many absence days over the past 12 months were due to children).

References

[House of Commons Library: Research briefing, Women and the UK Economy, March 2023](#)

[ONS : Gender pay gap in the UK: 2022](#)

[ASCL, NAHT, NGA, Women Ed: Closing the Gender Pay Gap in Education: A Leadership Imperative](#)