



Diocese of Coventry Multi Academy Trust

2019 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.

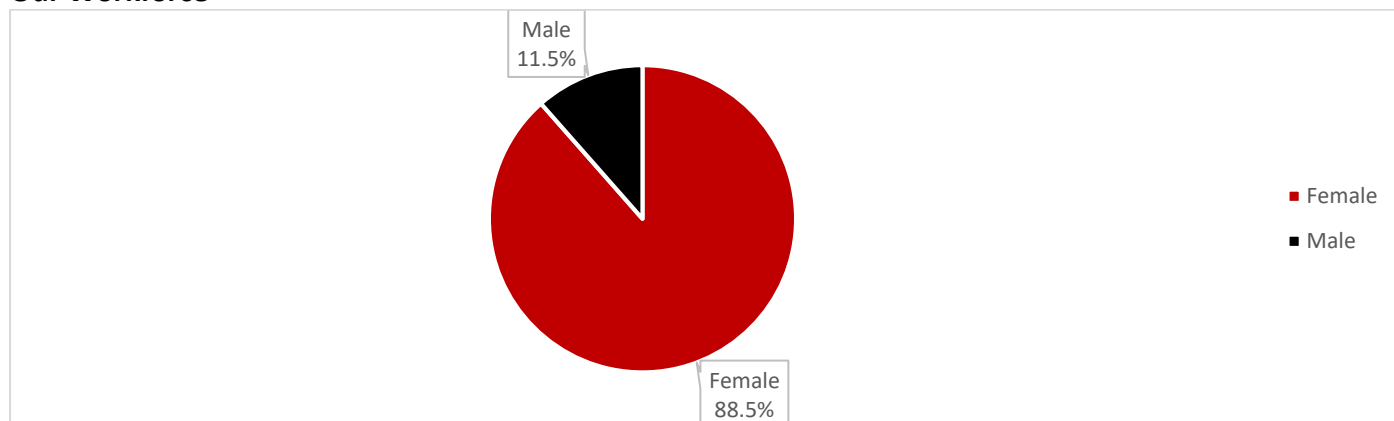
The legislation states that specific key metrics should be highlighted, these are:

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 2019. 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.

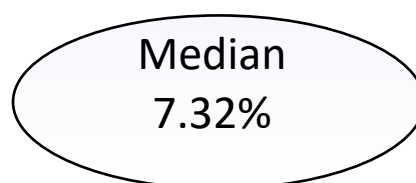
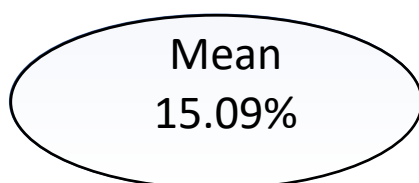
Our Trust and the Gender Pay Gap

Our Workforce



At 31st Match 2019, the Trust employed 870 staff with 770 (88.5%) being female and 100 (11.5%) being male, 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.

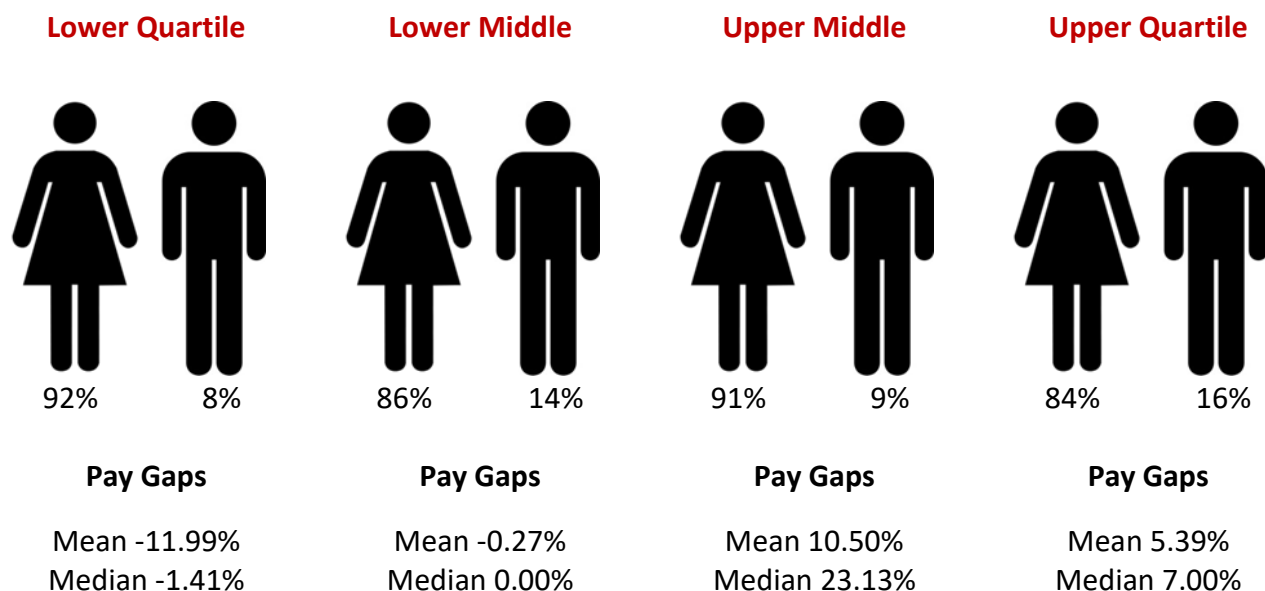
Our Hourly Pay Gap:



Both the Mean Pay Gap and the Median Pay Gap have closed compared to those reported for 31.03.2018, which were, Mean Pay Gap of 16.47% and Median Pay Gap of 14.97%.

Our Pay Quartiles

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

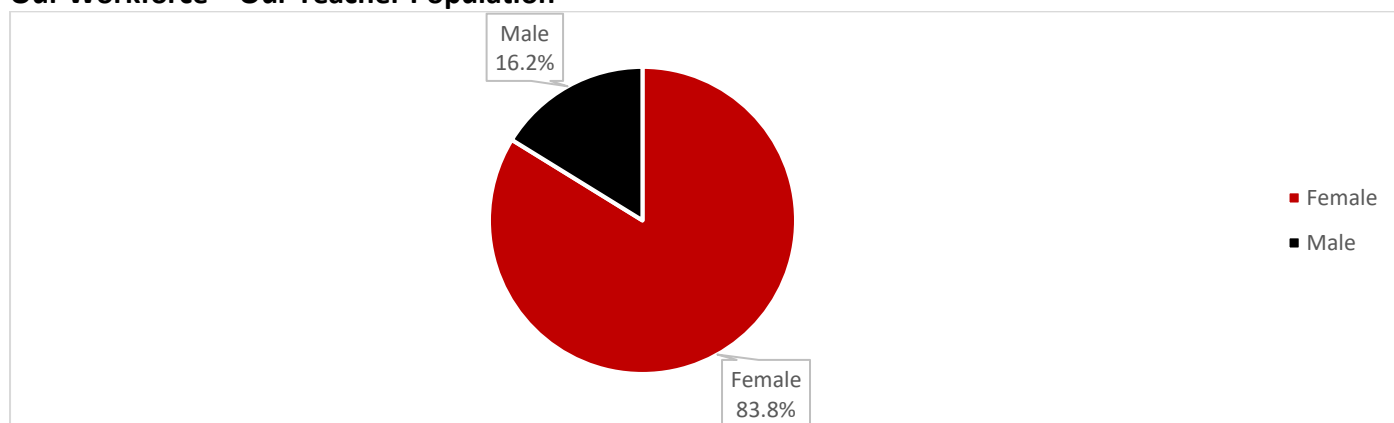


This data reflects the percentage of women and men in four quartile pay bands, by dividing our workforce into four equal parts. Also reported are the mean and median pay gaps for each pay quartile. Typically, for the Education Sector, we have a predominantly female population across all pay quartiles.

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 253 staff with 212 (83.8%) being female and 41 (16.2%) being male. Below are our results:

Our Teacher Population's Hourly Pay Gap:

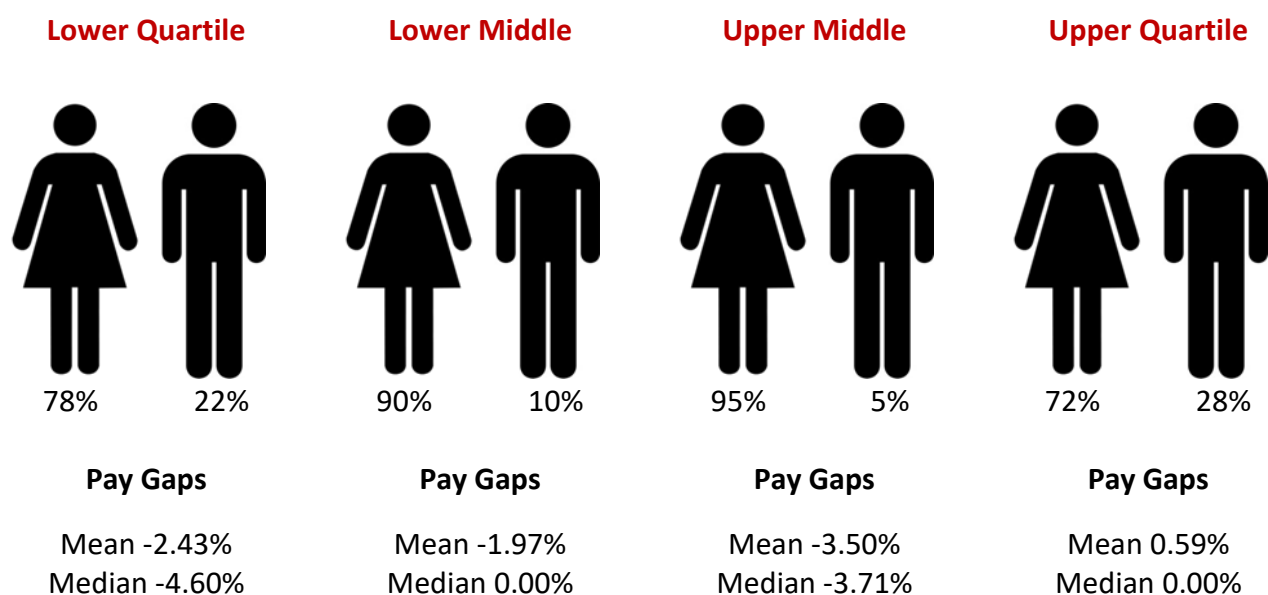
Mean
3.65%

Median
0.00%

As with the wider population, both the Mean and the Median Pay Gap have closed based on those reported for 31.03.2018, which were the Mean Pay Gap of 5.61% and Median Pay Gap of 6.97%.

Our Teacher Population Pay Quartiles

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



There is a negative or no (or at least statistically very close to no) 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 88.5% 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 total population of employees, our mean and median pay gaps, are below the gender pay gap for all UK employees, of 17.3% (House of Commons Library, March 2020).

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 Teaching population, where recently graduated, younger teachers are joining the profession at the lower end of the pay scale.

Key considerations include:

- we continue to close our Gender Pay Gap, each year, over the 3 years of reporting
- 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

The strategies listed throughout this report allow all staff to progress their careers and enable them to strike a better work life balance so that all our staff and students are able to grow and develop.

Whilst we are pleased that we are closing our Gender Pay Gap, 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 Trust Board on 20 April 2020

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 2019
<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2019>

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<https://researchbriefings.files.parliament.uk/documents/SN06838/SN06838.pdf>