



Diocese of Coventry Multi Academy Trust

2021 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 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 employees, irrespective of their gender. With strategies that include **Being an Employer of Choice** 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.

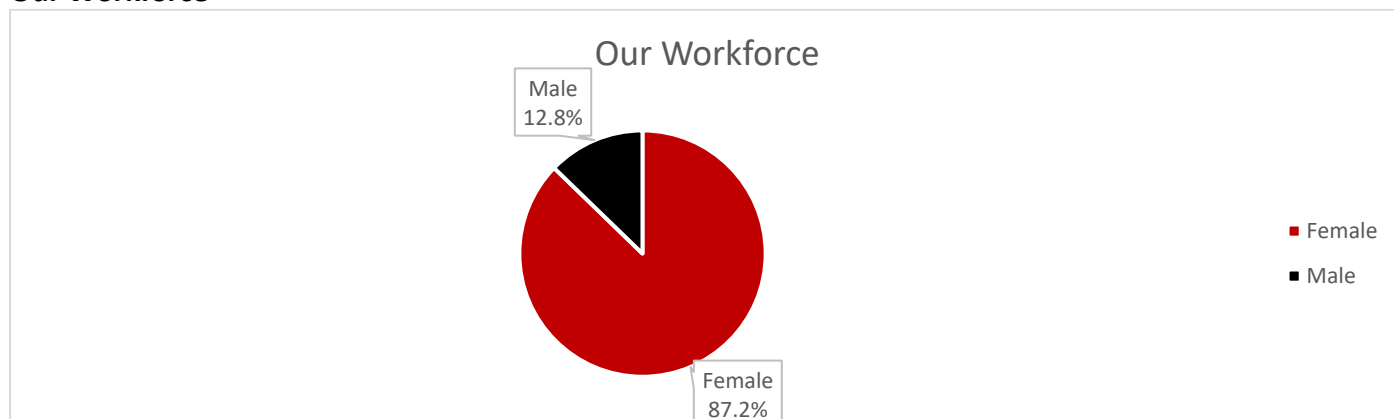
The legislation states that specific key metrics should be highlighted, these are:

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 2021. 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 2021, the Trust employed staff in 933 roles, 814 of those roles were held by females (87.2%) and 119 (12.8%) by males, across 19 academies; 1 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
16.39%

Median
24.69%









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. In 2021, both pay gaps narrowed, compared to those reported in 2020. In the five years of reporting, year on year comparisons indicate that three of the four comparison results have been a narrowing of the pay gap.

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 the Median Pay Gap is especially sensitive to this population characteristic. 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%, 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, we have a predominantly female population across all pay quartiles, which at 87.2% is even greater than the Education Sector average of 71%, possibly related to the share of primary schools that make up our Trust.

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

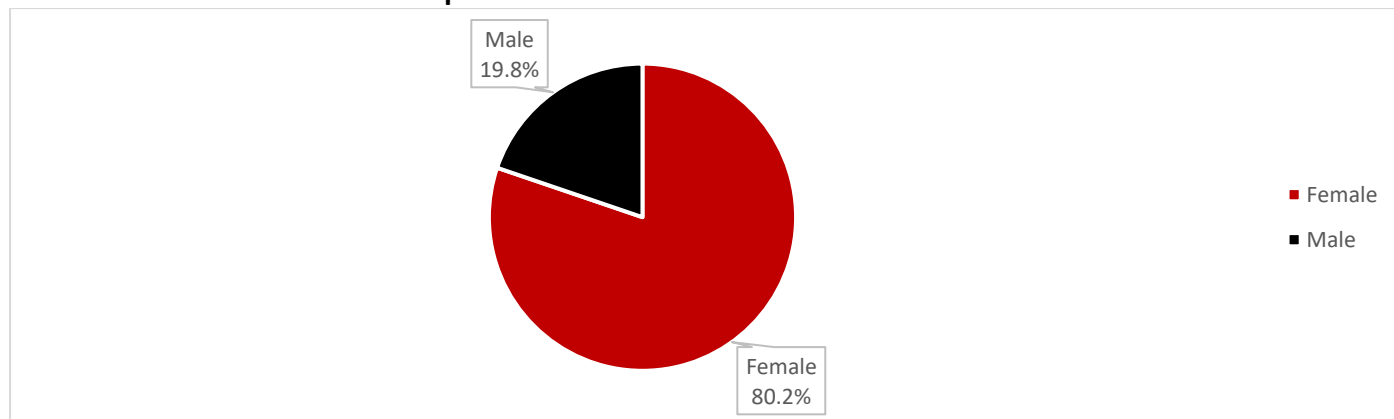
Lower Quartile		Lower Middle		Upper Middle		Upper Quartile	
							
91%	9%	90%	10%	85%	15%	84%	16%
Pay Gaps		Pay Gaps		Pay Gaps		Pay Gaps	
Mean -9.01%		Mean -1.18%		Mean 17.48%		Mean 5.58%	
Median 0.00%		Median -2.00%		Median 19.07%		Median 5.18%	

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 2020 for the Upper Middle pay quartile, there has been an increase in the Mean pay gap and the decrease in the Median pay gap in 2021.

Compared to the results for 2020, and in line with our commitment to closing the gender pay gap, the Mean and Median pay gaps for the Upper pay quartile have reduced from 7.70% to 5.58% for the Mean pay gap and from 11.67% to 5.18% for the Median pay gap.

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 273 staff with 219 (80.2%) being female and 54 (19.8%) being male. Below are our results:

Our Teacher Population's Hourly Pay Gap:

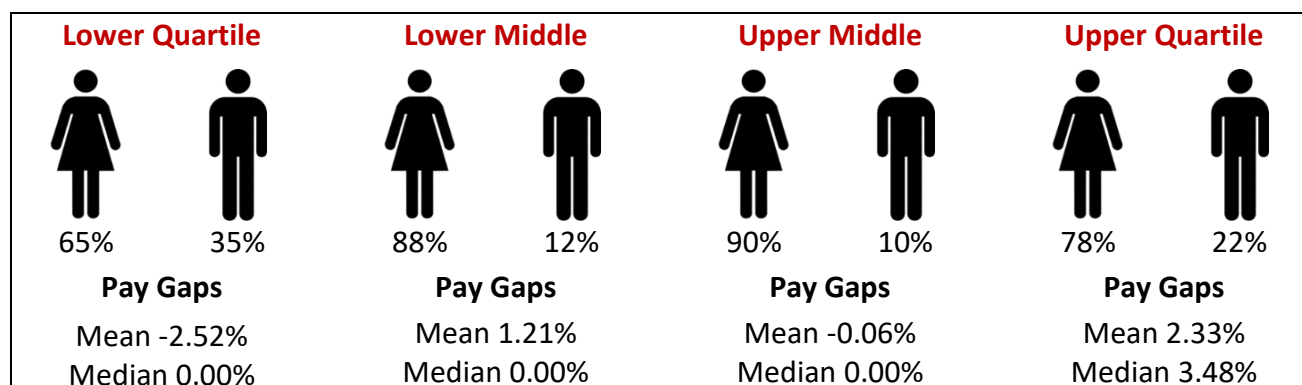


In the four years that we have been reporting the Teacher population separate from the total population, we have seen a year on year closing of both the Mean and Median Pay Gap. 2020 was the first year that there was a negative number reported for both pay gaps, which has increased further in 2021. The range for the Mean Pay Gap, is 5.61% to -5.47% and the range for the Median Pay Gap is 6.97% to -5.16%. 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 this group, when compared to the total population, limits 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 also indicative of the recruitment strategies, both internal and external 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:



There is a negative or small (or 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 87.3% female, which is higher than the national sector average of 71% (House of Commons Library, March 2021). 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 and median pay gaps, are below the gender pay gap for all UK employees, of 15.4% (Office of National Statistics, 2021). 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:

- 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
- 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

Circulated to members of the People and Pay Committee on 31st March 2022

References:

Office of National Statistics, 2021

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2021>

House of Commons Library: BRIEFING PAPER Number CBP06838, 2 March 2021 Women and the Economy

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