

# The Yare Education Trust Gender Pay Gap Report 2018



## Difference in Mean and Median Hourly Rate of Pay

	Difference in Mean Hourly Pay	Difference in Median Hourly Pay
% difference in Pay – Male to Female	14.82%	33.23%

## Difference in Mean and Median Bonus Pay

	Difference in Mean Bonus Pay	Difference in Median Bonus Pay
% difference in Pay – Male to Female	0%	0%

## Difference in Male and Female Employees who were Paid Bonus Pay

	Proportion receiving a Bonus
% of Male Employees Paid Bonus Pay	0%
% of Female Employees Paid Bonus Pay	0%

## Proportion of Male and Female Employees – Quartile Bands

	Quartile 1 Lower	Quartile 2 Lower Middle	Quartile 3 Upper Middle	Quartile 4 Upper
% of Males in Quartile	15.31%	23.47%	33.33%	30.61%
% of Females in Quartile	84.69%	76.53%	66.67%	69.39%

Please note: No bonuses were paid to employees in this reporting period.

## Supporting Narrative

The Yare Education Trust had 393 employees at the snapshot date in March 2017, based across one Secondary School, including a Sixth Form and two Primary Schools.

The calculations show the employee demographic as female employees at 74.3% and male employees at 25.7%. The Gender Pay analysis shows that males are more highly represented in the first and second quartiles of the pay analysis but it must be stressed that there are substantially more females than males in every quartile of the employment demographic. The gap can be explained by the fact that the male demographic amongst employees is much higher amongst the Teaching Staff who appear predominately in the first and second quartiles, compared to the Associate Staff who essentially make up the third and fourth quartiles. This is typical of the education sector across the board, noting that the reason for pay differentials is almost entirely due to the difference in occupation. Within the Teaching demographic, the pay gap is much closer between female and male.

The majority of the male staff are paid as Teachers, who earn the same as their female counterparts. However, there is a slightly higher proportion of females than males in senior posts which demonstrates that women are progressing or being appointed to the more senior positions across the Trust.

Our pay scales for all Teaching Staff are aligned to the School Teachers' Pay and Conditions Document (STPCD) which is reviewed annually. For Associate Staff we use the pay scales set by the National Joint Council for Local Government Services (NJC) and staff move through the pay scales for their grade based on a thorough performance management and appraisal process, meaning earnings are determined by performance outcomes, irrespective of gender.

The Trust is monitoring pay progression carefully, with the support of the Teaching Unions, to ensure that the gender gap begins to close within all the sectors of the workforce. The current profile of Senior Leadership at Chief Executive Officer, Principal/Headteacher and Deputy Principal Level within the Trust is six males and ten females. The Trust is also keen to recruit more males into administration and support roles to address the gender imbalance within the third and fourth quartiles.

The Yare Education Trust is an equal opportunities employer and is committed to ensuring that all staff receive equal pay for equal work, regardless of gender.

### Supporting Statement

I can confirm that the information published is accurate.

**Signed:** Ian Clayton MBE

**Position:** Chief Executive Officer – The Yare Education Trust

**Date:** 28 March 2018