

# The Yare Education Trust Gender Pay Gap Report 2019



## 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	20.90%	43.10%

## 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	12.40%	10.74%	29.17%	27.27%
% of Females in Quartile	87.60%	89.26%	70.83%	72.73%

## Difference in Mean and Median Bonus Pay

No bonuses were paid to employees in this reporting period.

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

No bonuses were paid to employees in this reporting period.

## Supporting Narrative

The Yare Education Trust had 483 full pay relevant employees at the snapshot date in March 2018 (393 in March 2017), based across one Secondary School, including a Sixth Form and five Primary Schools. Importantly, the Trust has grown with the inclusion of three more Primary Schools since the report in 2018.

The calculations show the employee demographic as female employees at 80.12% (74.30%) and male employees at 19.88% (25.70%). The Gender Pay analysis shows that males are more highly represented in the upper middle and upper 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 upper middle and upper quartiles, compared to the Associate Staff who essentially make up the lower middle and lower 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.

It is important to note that whilst the percentages of female staff within the Trust have increased in all quartiles with the inclusion of a further three schools, the greatest increase is shown in the lower and lower middle quartiles, creating the increase in the Median Hourly Pay percentage.

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 Trust is keen to recruit more males into administration and support roles to address the gender imbalance within the first and second 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 2019