

The Yare Education Trust Gender Pay Gap Report 2021



Overview

As part of Government Legislation, the Yare Education Trust is required to report specific data in relation to its Gender Pay Gap.

Gender Pay Gap Reporting: Pay Data

As per statutory requirements, the data presented below is a snap shot of payroll information on 31 March 2020.

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	19.7%	43.8%

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	14.5%	12.7%	25.5%	28.4%
% of Females in Quartile	85.5%	87.3%	74.5%	71.6%

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 439 full pay relevant employees at the snapshot date in March 2021, based across one Secondary School, including a Sixth Form and five Primary Schools.

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.

It is important to note that there has been an increase in female staff in the upper middle quartile, whilst the percentage of men has slightly increased in the remaining 3 quartiles.

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 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.

Written Statement

In line with the Gender Pay Gap reporting requirements I can confirm that the published information herein is accurate

Don Evans
Interim Chief Executive Officer