

Gender Pay Gap Report: 2018-19

1. Introduction

Pele Trust employs more than 250 employees and thus is required to publicly report its gender pay gap.

As required by law, the trust reports on:

- Average gender pay gap as a mean average
- Average gender pay gap as a median average
- Average bonus gender pay gap as a mean average
- Average bonus gender pay gap as a median average
- Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
- Proportion of males and females when divided into four groups ordered from lowest to highest pay

Pele Trust formed in February 2019 so this is our first report as a new organisation. The gender pay gap shows the difference between the average earnings of men and women in an organisation, expressed as a percentage of men's earnings.

2. Pay Gap Calculations

The mean gender pay gap is the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

The median gender pay gap is the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

We have made our calculations using payroll data, and following the approach to reporting set out in government guidance. The information published within this report is accurate.

3. Pay Policies

Pele Trust staff are paid in accordance with School Teachers Pay and Conditions for teachers and NJC pay and conditions for support staff. We believe that men and women are paid equally for doing equivalent jobs across the Trust.

4. Information relation to bonus payments

Pele Trust does not operate a bonus scheme. No member of staff received a bonus so there is no data to publish in relation to bonus payments.

5. Pay Gap Data

As at 31 March 2019 there were 351 staff employed by the trust - 280 women and 71 men. The table below shows the percentage of men and women in each quartile.

Quartiles	% Female Staff	% Male Staff
Lower Quartile (Q1)	80.94	19.06
Lower Middle Quartile (Q2)	89.51	10.49
Upper Middle Quartile (Q3)	84.84	15.16
Upper Quartile (Q4)	63.85	36.15
Grand Total	79.77	20.23

Pele Trust employs more women than men across each school and quartile. This reflects a national pattern in schools; more women than men teach, particularly in the primary age range and more women than men work in other school roles such as cleaning, catering and office based employment.

The table below shows the mean and median pay gap between women and men in Pele Trust.

	Female Staff	Male Staff	GAP
Mean Hourly Rate	£16.90	£23.38	27.72%
Median Hourly Rate	£11.08	£27.67	59.96%

The data indicates that Pele Trust employs more men in higher paid roles (leadership or senior teaching, and predominantly full time), and substantially fewer men in lower paid roles (teaching assistants, lunchtime supervisors, cleaning & catering, most of which are part time).

Actions to be taken

As at 31 March 2019 Pele Trust has been formed for 1 month.

1. Two schools will be undergoing a reorganisation in September 2019, one of which will see a significant level of recruitment.
2. There are also plans in place to recruit to a number of roles in a newly formed Central Services team.

- 2.1. Once the recruitment has completed the organisation will be fully staffed and 2020 figures will better reflect the baseline from which actions should be taken.
3. Raising awareness with Directors, Senior Leaders and those responsible for recruitment in the trust will be key. Further analysis of these early results will enable the trust to identify any target areas.
4. Once the trust has become fully established Directors will review key policies which may impact on the gender pay gap, such as flexible working and recruitment.

This report has been ratified by Gerry Miller, Chair of the Board of Directors, Pele Trust.

March 2020