

Gender Pay Gap Report: 2020 - 2021

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

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 2021 there were 395 staff employed by the Trust. Of those 395, 308 are women and 87 are men. The number of women employed by the Trust is unchanged since 31 March 2020 whereas the number of men has increased by 3.

5.1 All Employees

Table 5.1.1 below shows the percentage of all employed men and women in each quartile (and the change from 31 March 2020). The data shows slightly fewer women than in the previous year appearing in the lower quartiles. This is a trend which continues from 2019 so although the adjustments are small there is a gradual increase in the proportion of women in upper pay quartiles.

Table 5.1.1

Quartiles	% Female Staff	% Male Staff
Lower Quartile (Q1)	78.79% (-0.85)	21.21% (0.85)
Lower Middle Quartile (Q2)	87.64% (-1.08)	11.47% (0.19)
Upper Middle Quartile (Q3)	81.98% (-2.39)	17.19% (1.56)
Upper Quartile (Q4)	61.61% (+0.06)	38.39% (-0.06)
Grand Total	77.97% (-1.03)	22.03%

Table 5.1.2 shows the mean and median pay gap between women and men in Pele Trust.

Table 5.1.2

	Female Staff	Male Staff	GAP
Mean Hourly Rate	£18.47	£24.79	25.5% (-8.65)
Median Hourly Rate	£11.05	£26.96	59.00% (-16.21)

Although there has been a minor rebalancing of the pay gap since March 2020, it remains the case that Pele Trust employs more men in higher paid roles (senior teaching, admin and predominantly full time), and substantially fewer men in lower paid roles (teaching assistants, lunchtime supervisors, cleaning & catering, most of which are part time roles).

5.2 Employees by Role Type

The tables below show the pay gap data in each quartile by role type. The format reflects the tables above and shows the percentage of males and females in each job role type and the mean and median pay gap between males and females in each quartile.

Leadership

Proportion of M/F by quartile	% Female Staff	% Male Staff
Upper Quartile (Q4)	43.75%	56.25%

Pay gap	Female Staff	Male Staff	GAP
Mean Hourly Rate	£47.24	£54.07	12.63%
Median Hourly Rate	£43.75	£50.71	13.73%

Teachers

Proportion of M/F by quartile	% Female Staff	% Male Staff
Upper Middle Quartile (Q3)	86.30%	13.70%
Upper Quartile (Q4)	60.49%	39.51%

Pay gap	Female Staff	Male Staff	GAP
Mean Hourly Rate	£31.11	£33.83	8.04%
Median Hourly Rate	£32.89	£32.89	0.00%

Manual Workers (Caretakers, Catering and Lunch Staff, Cleaners)

Proportion of M/F by quartile	% Female Staff	% Male Staff
Lower Quartile (Q1)	75.86%	24.14%
Lower Middle Quartile (Q2)	66.67%	33.33%
Upper Middle Quartile (Q3)	66.66%	33.33%

Pay gap	Female Staff	Male Staff	GAP
Mean Hourly Rate	£9.75	£9.96	2.04%
Median Hourly Rate	£9.43	£9.81	3.88%

Administrative Staff

Proportion of M/F by quartile	% Female Staff	% Male Staff
Lower Quartile (Q1)	100%	
Lower Middle Quartile (Q2)	100%	
Upper Middle Quartile (Q3)	92.31%	7.69%

Pay gap	Female Staff	Male Staff	GAP
Mean Hourly Rate	£12.58	£19.14	34.28%
Median Hourly Rate	£10.52	£19.14	45.04%

Teaching Support

Proportion of M/F by quartile	% Female Staff	% Male Staff
Lower Quartile (Q1)	91.67%	8.33%
Lower Middle Quartile (Q2)	89.47%	10.53%
Upper Middle Quartile (Q3)	83.33%	16.67%

Pay gap	Female Staff	Male Staff	GAP
Mean Hourly Rate	£10.87	£10.96	0.87%
Median Hourly Rate	£10.21	£10.21	

Pele Trust employs more women than men across each school and job role except leadership. 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 mean hourly pay rate across all job roles is more for men than it is for women. Substantially fewer men are in lower paid roles (teaching assistants, lunchtime supervisors, cleaning & catering, most of which are part time).

It should however be noted that Pele Trust adopts national pay scales for both teaching and professional support staff. In some job roles, the pay gap can reflect the position that male colleagues have worked within the Trust for longer than women which means they are higher in the same pay band than female colleagues.

Actions to be taken

1. The Trust remains committed to addressing the gender pay gap whilst ensuring that recruitment is fair and best meets the needs of the organisation.
2. Raising awareness with Directors, Senior Leaders and those responsible for recruitment in the Trust will be key.
3. Ongoing analysis of results will enable the Trust to identify any target areas or job roles.
4. The flexible working policy has been reviewed and provides equal opportunity for men and women.
5. The Shared Parental Leave policy has also been issued to enable more men to participate in their statutory right to parental leave.
6. Wording of adverts will be reviewed to encourage recruitment in some specific areas.
7. Recruiters will consider how to ensure mixed gender shortlists and mixed gender recruitment panels.

This report has been agreed by the Board of Directors, Pele Trust.

March 2022