

University School Trust, East London
Gender Pay Gap Reporting Calculations & Narrative
(Data from 31st March 2020, Published by 31st March 2021)

The University Schools Trust (UST) strongly believes in and wants to be able to clearly demonstrate the principles of fairness, equality, inclusion and transparency. It continually strives to ensure that staff are treated fairly and equally in all aspects of their employment, including pay and reward, regardless of gender or any other characteristic as defined by the Equality Act 2010.

The UST formed in September 2016 and is currently made up of St Paul's Way Trust School (SPWT), an all through school, and one secondary school, Royal Greenwich Trust School (RGTS). The majority of employees within the UST transferred to the Trust under TUPE Regulations.

The Trust as an employer is required, by law, to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The Trust is required to carry out six calculations that show the difference between the average earnings of men and women in our organisation; it does not involve publishing individual employee data.

The Trust is required to publish these results on our UST website and a government website by 30th March each year. This is the fourth year that the UST has reported its gender pay gap, having previously reported on 30th March 2017 - 2019.

At the snapshot date of 31st March 2020, the Trust had 284 full pay relevant employees, comprising of 171 (60.2%) females and 113 males (39.8%).

The Trust's workforce is made up of leadership and management, teaching and support staff positions. Salaries and allowances are paid in accordance with both national and locally agreed pay and conditions, and associated guidance. The Greater London Provincial Council (GLPC) Job Evaluation Scheme is used to evaluate and benchmark the pay and grading of all support staff roles. This ensures that men and women who carry out the same jobs, similar jobs or work of equal value, are remunerated on an equal basis.

For the snapshot date of 31st March 2020, the Trust's gender pay gap data is as follows:

	Calculation	Definition		% Gap
1	Mean Pay Gap	The difference between the mean hourly rate of pay that male and female receive is		9.4%
2	Median Pay Gap	The difference between the median hourly rate of pay that male and female full pay relevant employees receive is		14.4%
3	Mean Bonus Gap	The difference between the mean bonus rate of pay that male and female relevant employees receive is		0%
4	Median Bonus Gap	The difference between the median bonus rate of pay that male and female relevant employees receive is		0%
5	Proportion of males and females receiving a bonus payment	During the 12-month period ending with the snapshot date of 31 st March 2019, 0% male and 0% female of relevant employees received a bonus payment		0%
6	Proportion of males and females in each Quartile Pay Band	Lower quartile	28.2% male	71.8% female
		Middle lower quartile	39.4% male	60.6% female
		Middle upper quartile	49.3% male	50.7% female

		Upper quartile	42.3% male	57.3% female
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Comparison to the mean gender pay gap data for the snapshot date of 31st March 2019

The Trust's gender pay gap for the snapshot date of 31st March 2020 has slightly decreased by 0.4% to 9.4% (in favour of men).

In 2020, each of the four pay quartile bands represents 25%, of the Trust's directly employed and relevant workforce. The Trust continues to employ a higher percentage of females than males within the Trust and across all pay quartiles. The percentage difference is greater in the two lower pay quartiles, Bands A and B, representing 50% the Trust's workforce. 66.2% of staff in the two lower paid quartiles are female and 33.8%, male 50% of the Trust's workforce is also presented in Bands C and D, the two upper pay quartiles. 54.2% of staff in these two higher paid quartiles are female and 45.8%, male.

While the percentage difference between male and female staff in Bands C and D may have contributed to the slight reduction in the mean gender pay gap (in favour of men) for 2020, it has not made any significant difference.

As with many other schools/Trusts, within the UST there is a higher number of females employed in lower paid support staff positions such as cleaning, teaching assistants, administrative and clerical roles. These roles are often part-time and term time only positions. The overall percentage figure for female staff employed in these lower paid quartiles should reduce for the 2021 reporting period, when the cleaning staff at St Paul's Way Trust School are transferred to a new employer on 1st March 2021.

This reporting period has captured the appointments of four higher paid female senior leaders centrally and within a school which may have contributed to the slight reduction in the mean gender pay gap figure (in favour of men) for 2020. However, it has also captured the appointments of three male and higher paid senior leaders, both centrally and within

one school. The data also includes three higher paid male senior leaders who left the employment of the Trust after 31st March 2020.

Two female school based senior leaders were appointed in April 2020, which will be captured for the snapshot date of 31 March 2021. These appointments may also have an impact on reducing the mean gender pay gap figure to be more in favour of women for the 2021 reporting period. Although the degree of impact will depend on the gender make up and balance of workforce in the two lower pay quartiles.

Working To Reduce The Trust's Gender Pay Gap In Favour of Men

Compared to the other Public Sector bodies and organisations within the same sector and industry, the UST continues to report a relatively low gender pay gap percentage in favour of men. However, the Trust will continue to look at what action can be taken to ensure that any gender pay gap (in favour of men) is further reduced.

In support of the above, during 2020 the Trust has:

- Continued to annually review its pay policies to ensure they are fair, equitable and transparent and ensure that all salaries and allowances are set in accordance with agreed national and local arrangements;
- Reviewed the salary ranges of the Trust's Executive and agreed a fair and transparent pay structure for Trust Leader and Trust Director positions;
- Ensured support staff roles continue to be evaluated using the agreed job evaluation process;
- Reviewed its appraisal policies for teachers, support and centrally employed staff to ensure they are robust, transparent and a consistent approach is applied. Also, to support the fair and equitable implementation of the annual performance related pay progression process for teachers and the UST Executive.
- Reviewed its HR Onboarding procedures, including the implementation of a more comprehensive Recruitment and Section Policy to help reduce the risk of unfair and discriminatory recruitment practices.

- Been undertaking a comprehensive equality review to also reduce the risk of unfair and discriminatory employment practices.
- Reviewed of several other HR Policies and Procedures, including Special Leave, Flexible Working, Maternity, Paternity, Adoption and Shared Parental leave to enable family friendly and flexible working practices.

Confirmation

I confirm that the information used for the above calculations was taken from the Trust's payroll data as of the snapshot date of 31st March 2020 and is a fair representation of the required gender pay gap information.

Gillian Kemp

Trust Leader, UST

Gender Pay Gap Reporting- Relevant Definitions

1. Mean Gender Pay Gap

This metric shows the percentage gap in the average salaries (including bonus payment) of men and women based on standard hourly rates of pay during the respective pay period.

X-pert HR has reported where the Trust is in relation to other the rest of the Private, Public and Education Sectors and whether or not the Trust is:

- Close to the average i.e. 5% either side
- Higher or lower than average i.e. between 5.1% and 10% either side
- Considerably higher or lower than average i.e. more than 10% either side

2. Median Gender Pay Gap

This metric shows the percentage gap in median salaries (including bonus payment) of men and women based on standard hourly rates of pay during the respective pay period. The median is the middle value when all values are ranked highest to lowest. The median is more representative than the mean of typical pay differences because it is less affected by a handful of considerably higher or lower salaries. However it does not account for one of the most significant factors in determining the gender pay gap i.e. the sometimes very high pay rates of largely male boardrooms.

3. Pay Quartiles By Gender

In the context of gender pay gap reporting, the pay range is not divided into four equal parts. the four quartile pay bands are created by dividing the total number of full-pay relevant employees (that is, not the pay bands) into four equal parts. For there to be little or no gender pay gap, there should be the same ratio of men and women in each pay quartile band. An organisation with a high ratio of men to women in Band D is likely to have a gender pay gap, as is an organisation with a high ratio of women in Band A.