

## **University School Trust, East London**

### **Gender Pay Gap Reporting Calculations & Narrative (March 2019)**

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. 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 30<sup>th</sup> March each year. This is the second year that the UST has reported its gender pay gap, having previously reported on 30<sup>th</sup> March 2018.

At the snapshot date of 31<sup>st</sup> March 2018, the Trust had 250 full pay relevant employees, comprising of 154 (62%) females and 96 males (38%).



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 helps ensure 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 snap shot date of 31<sup>st</sup> March 2018, the Trust’s gender pay gap data is as follows:

	<b>Calculation</b>	<b>Definition</b>			<b>% Gap</b>
<b>1</b>	<b>Mean Pay Gap</b>	The difference between the mean hourly rate of pay that male and female receive is			<b>6.8%</b>
<b>2</b>	<b>Median Pay Gap</b>	The difference between the median hourly rate of pay that male and female full pay relevant employees receive is			<b>0.1%</b>
<b>3</b>	<b>Mean Bonus Gap</b>	The difference between the mean bonus rate of pay that male and female relevant employees receive is			<b>0%</b>
<b>4</b>	<b>Median Bonus Gap</b>	The difference between the median bonus rate of pay that male and female relevant employees receive is			<b>0%</b>
<b>5</b>	<b>Proportion of males and females receiving a bonus payment</b>	During the 12-month period ending with the snapshot date of 31 <sup>st</sup> March 2018,0% male and 0% female of relevant employees received a bonus payment			<b>0%</b>
<b>6</b>	<b>Proportion of males and females in</b>	Lower quartile	40.3% male	59.7% female	
		Middle lower quartile	34.9% male	65.1% female	

	<b>each Quartile Pay Band</b>	Middle upper quartile	37.1% male	62.9% female
		Upper quartile	41.3% male	58.7% female

**Comparison to the gender pay gap data for the snap shot date of 31<sup>st</sup> March 2017 (reported 30<sup>th</sup> March 2018).**

In March 2018, the Trust reported a mean gender pay gap of 17% in favour of men that was genuinely believed to be the correct calculation at the time of publication. One of the actions agreed by the Trust, in respect of the 2018 data, was to engage a respected and specialist third party provider to calculate the gender pay gap information for the snap shot date of 31<sup>st</sup> March 2018. They were also engaged to undertake a review of the 2017 data, reported at 30<sup>th</sup> March 2018.

The review of the 2017 data highlighted that the Trust had made some incorrect calculations regarding the hourly pay rates, including the hourly pay rate of teaching staff. This resulted in lowering the Trust’s gender pay gap (in favour of men) to 3.1%, a reduction of 13.9% and to a percentage that is well below the average national and industry standard.

The revised calculations for the 31<sup>st</sup> March 2017 data are included in Appendix One of this narrative. For comparison, also included is the data originally reported for 31<sup>st</sup> March 2017. This is detailed in brackets and in italics (*xx%*) underneath the revised figure for 2017.

The Trust has confidence in the revised calculations for the 2017 data and the calculations for the snapshot date in March 2018, particularly as consistent algorithms have been used, and the correct statutory definitions fully applied, to undertake both sets of calculations.

The Trust has been advised by the Government Equality Office that to officially update these results on the Government website, would publically flag the Trust as now making a late report for March 2018. Therefore the Trust has made a decision to report this revised data as part of its narrative for March 2019.

### **Comment on the gender pay gap calculation for the snap shot date of 31<sup>st</sup> March 2018 in comparison to the revised data for 2017**

The Trust's gender pay gap for the snap shot date of 31st March 2018 has increased by 3.7% to 6.8% in favour of men. In 2018 there are still more women employed in the upper pay quartile, with a 3% increase in women employed in this category. However there continued to be a predominance of women employed in both the lower and middle lower pay quartiles, and this had increased by between 4-5% in 2018. There was also a 1% decrease in women employed in the middle upper pay quartile from 2017. The changes in the percentages of men and women employed across the four pay quartiles would have had the overall impact of slightly increasing the mean gender pay gap in favour of men for the snapshot date of 31<sup>st</sup> March 2018.

### **Working To Reduce/Eliminate The Trust's Gender Pay Gap**

The UST is now reporting a relatively low gender pay gap in favour of men. However, the Trust wants to continue to analyse and understand why the gender pay gap exists and what action can be taken to ensure that any gender pay gap, in favour of men, is further reduced or eliminated.

The Trust has taken forward a number of commitments made as part of last year's reporting, including the development of a People Strategy focussing on Recruitment and Retention, People Development and Well-Being and Workload.

A key action for 2018 was to ensure the harmonisation of pay and terms and conditions across both schools within the Trust. All staff are now employed on national terms and

conditions of employment. A consistent pay and appraisal policy has also been implemented across the Trust.

Despite the Trust employing significantly higher levels of women in the upper pay quartiles, the percentage of women employed in the lower pay quartiles, compared to men remains proportionately much higher. Action has also been taken in respect of gathering the staffing data required for a more in-depth analysis of the areas where a gender pay gap exists in the organisation. This data will be fully analysed during the course of 2019 and will feed into the continuing development and review of the Trust's People Strategy.

**Confirmation**

I confirm that the information used for the above calculations was taken from the Trust's payroll data as of the snap shot date of 31<sup>st</sup> March 2018 and is a fair representation of the required gender pay gap information.

**Christine Whatford**

**Interim CEO UST**

Appendix One

**Revised Gender Pay Gap Data for 31<sup>st</sup> March 2017 (originally reported 30<sup>th</sup> March 2018)**

For the snap shot date of 31<sup>st</sup> March 2017, the Trust's revised gender pay gap data is as follows:

NB: For comparison, the data originally reported for 31<sup>st</sup> March 2017 is detailed in brackets and in italics (*xx%*) underneath the revised figure for 2017.

	Calculation	Definition		% Gap
1	<b>Mean Pay Gap</b>	The difference between the mean hourly rate of pay that male and female receive is		<b>3.1%</b> <i>(17%)</i>
2	<b>Median Pay Gap</b>	The difference between the median hourly rate of pay that male and female full pay relevant employees receive is		<b>-2.2%</b> <i>(20.9%)</i>
3	<b>Mean Bonus Gap</b>	The difference between the mean bonus rate of pay that male and female relevant employees receive is		<b>0%</b> <i>(0%)</i>
4	<b>Median Bonus Gap</b>	The difference between the median bonus rate of pay that male and female relevant employees receive is		<b>0%</b> <i>(0%)</i>
5	<b>Proportion of males and females receiving a bonus payment</b>	During the 12-month period ending with the snapshot date of 31 <sup>st</sup> March 2017, 0% male and 0% female of relevant employees received a bonus payment		<b>0%</b> <i>(0%)</i>
6		Lower quartile	<b>45% male</b>	<b>55% female</b>

<b>Proportion of males and females in each Quartile Pay Band</b>		<b>(33% male)</b>	<b>(67% female)</b>
	Middle lower quartile	<b>39.3% male</b> <b>(41% male)</b>	<b>60.7% female</b> <b>(59% female)</b>
	Middle upper quartile	36.1% male <b>(42% male)</b>	63.9% female <b>(58% female)</b>
	Upper quartile	44.3% male <b>(48.5% male)</b>	55.7% female <b>(51.5% female)</b>