

## **University Schools Trust, East London**

### **Gender Pay Gap Reporting Calculations & Narrative**

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's 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, starting on 30<sup>th</sup> March 2018.

At the snapshot date of 31<sup>st</sup> March 2017, the Trust had 266 full pay relevant employees: 109 (41%) were male and 157 (59%) were female.

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.

## Managing Gender Pay Reporting

	Calculation	Definition	% Gap
<b>1</b>	<b>Mean Pay Gap</b>	The difference between the mean hourly rate of pay that male and female receive is	<b>17%</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>20.9%</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 2017, 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 each Quartile Pay Band</b>	Lower quartile	33% male 67% female
		Middle lower quartile	41% male 59% female
		Middle upper quartile	42% male 58% female
		Upper quartile	48.5% male 51.5% female

### Addressing the Gender Pay Gap

The UST is a relatively new organisation and is currently in the early stages of establishing a Trust wide HR function/resource as well as a Trust wide five year workforce strategy. This strategy will also include focussing on reducing and, if possible, eliminating any gender pay gap. To help reduce the risk of a gender pay gap, priority areas to consider will be:

- Reviewing relevant policies, procedures and their application. This is especially relating to pay and performance management as well as flexible working to enhance flexible working opportunities for females workers in middle and senior management positions
- Ensuring all service managers and HR staff responsible for recruitment, have access to regular updated training and guidance in recruitment and selection, including the setting and management of pay.

## Managing Gender Pay Reporting

Whilst the Trust employs more females than males and the proportion of females employed in all quartiles is higher than males, there is a much higher proportion of female staff in the lowest quartile. Therefore, the Trust will also use these results to further analyse:

- the levels of gender equality in our workplace
- the balance of male and female employees employed at different levels within the Trust
- how effectively talent across both genders is being maximised and rewarded

### **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 2017 and is a fair representation of the required gender pay gap information.

**Grahame Price**

**CEO UST**

**March 2018**