Gender Pay Gap Report March 2024

Details of the Report

1.1. Introduction

This report sets out the gender pay gap figures for the Trust for the snapshot date of **31st March 2024**. Information from the previous report (data snapshot 31st March 2023) will be presented throughout the report to allow for comparisons.

1.2. Organisational Context

University Schools Trust (UST) is a multi-academy Trust comprising of four schools located in the boroughs of Tower Hamlets and Greenwich (the most recent of which, Sir William Burrough, joined the Trust in February 2024). Our schools deliver primary and secondary education (from age 3 to 18) with a total of 472 relevant employees.

In the context of this gender pay gap report, from the 472 relevant employees, there are 412 employees who are considered 'full pay relevant' (which refers to employees who are receiving their normal pay during the snapshot period) and who are included in the gender pay gap calculations.

Employees on reduced pay at the snapshot date (such as those on maternity leave, paternity leave, or sick leave) are not considered to be on full pay and are excluded from the gender pay gap calculations.

In a gender pay gap analysis, the earnings typically included for the education sector are basic salary, bonuses, allowances, and benefits.

- Basic salary refers to the fixed amount paid to an employee before any additional compensation.
- Bonuses are extra payments based on performance or company profits.
- Allowances cover specific needs such as housing, transportation, or meals.
- Benefits include non-cash compensation like health insurance, retirement contributions, and stock options.

By combining these components, a comprehensive view of total remuneration is obtained, which helps in accurately assessing the gender pay gap.

On 31st March 2024, the Trust was operating with a school leadership model of one male Executive Headteacher, three female Headteachers and two female Heads of School.

For the current snapshot period, the Trust has refined its reporting methodology, particularly in relation to the inclusion of full-pay relevant employees and allowances. The use of different third-party providers in the previous reporting periods had presented challenges with regard to ensuring consistency of data accuracy and processing across the different periods. This has been resolved for this snapshot period.

As a Trust we are confident that the gender pay gap identified is not an issue which arises out of unequal treatment based on gender. The UST approach to pay is gender neutral, with pay decisions based on the School Teachers Pay and Conditions Document (STPCD) and the National Joint Council (NJC) for Local Government Services (i.e. Support Staff). We do not make bonus payments to staff.

1.3. Background

Relevant Employees (headcount) for the current reporting period, the Trust reported:

	Total	Females	Males
March 2023	444	304 (68%)	140 (32%)
March 2024	472	331 (70%)	141 (30%)

The median gender pay gap is seen as the key reporting figure as it is held to provide a better representation of the average pay of staff, but the mean is also strongly reported.

1.4. UST Gender Pay Gap Analysis for the date of 31st March 2024

The information in the tables below is based on Full Pay Relevant employees only.

Table 1 – Benchmark comparisons

	Median		Mean	
	2023	**2024**	**2023**	**2024**
All Employees	17.9%	13.1%	17.8%	13.8%
Public Sector	14.0%	13.5%	11.5%	12.9%
Education	21.3%	17.2%	14.6%	12.5%
UST	13.0%	19.3%	12.9%	10.7%

Table 2 – Headline Data

	2023	2024
Mean gender pay gap	12.9%	10.7%
Median gender pay gap	13.0%	19.3%
Mean gender bonus pay gap	0%	0%
Median gender bonus pay gap	0%	0%

Percentage of male employees receiving a bonus	0%	0%
Percentage of female employees receiving a bonus	0%	0%

Table 3 – Quartile Data

Band	Description	Males				Females			
		%		Headcount		%		Headcount	
		2023	2024	2023	2024	2023	2024	2023	2024
Total		**32**	**30**	**140**	**132**	**68**	**70**	**304**	**280**
A	Percentage of male and female staff in the lower pay quartile band	19.8	22.1 (2.3)	22	23 (1)	80.2%	77.9 (-2.3)	89	81 (-8)
B	Percentage of male and female staff in the middle lower pay quartile band	29.2	28.6 (-0.6)	33	28 (-5)	70.8	71.4 (0.6)	80	70 (-10)
C	Percentage of male and female staff in the middle upper pay quartile band	37.8	37.7 (-0.1)	42	40 (-2)	62.2	62.3 (0.1)	69	66 (-3)
D	Percentage of male and female staff in the upper pay quartile band	39.5	39.4 (-0.1)	43	41 (-2)	60.5	60.6 (0.1)	66	63 (-3)

Figures in brackets represent the change in either percentage points or headcount.

1.4.1 Mean and Median Gender Pay Gap

Tables 1 and 2 from the document provide a comprehensive overview of gender pay gap metrics for the years 2023 and 2024.

Table 1 highlights benchmark comparisons across different sectors, showing a general trend of decreasing gender pay gaps. For all full-pay relevant employees, the median gender pay gap decreased from 17.9% in 2023 to 13.1% in 2024, while the mean gender pay gap decreased from 17.8% to 13.8%.

In the public sector, the median gap slightly decreased from 14.0% to 13.5%, but the mean gap increased from 11.5% to 12.9%. The education sector saw significant reductions, with the median gap dropping from 21.3% to 17.2% and the mean gap from 14.6% to 12.5%. Conversely, the UST sector experienced an increase in the median gap from 13.0% to 19.3%, while the mean gap decreased from 12.9% to 10.7%.

Table 2 presents headline data, indicating that the mean gender pay gap decreased from 12.9% in 2023 to 10.7% in 2024, while the median gender pay gap increased from 13.0% to 19.3%.

1.4.2 Bonus Pay Gap

The Trust does not make bonus payments to staff. This is represented by the 0% results seen in Table 2 regarding bonus gaps and those receiving bonuses for all reporting years.

1.4.3 Gender Pay Quartiles

The quartile data is divided into four bands (A, B, C, and D), representing different pay levels within the organization. Each of the four pay quartile bands represents 25% of the Trust's directly employed and relevant workforce (rounded). Each band shows the percentage and headcount of male and female employees in that pay quartile for the years 2023 and 2024.

Key observations are as follows:

- Lower Pay Quartile (Band A): There is a slight increase in the percentage of males and a corresponding decrease in the percentage of females. This indicates a slight shift towards more males in the lower pay quartile.
- Middle Lower Pay Quartile (Band B): The percentage of males slightly decreased, while the percentage of females slightly increased. This suggests a minor shift towards more females in this quartile.

- Middle Upper Pay Quartile (Band C): The percentages remain relatively stable with minimal changes, indicating a balanced distribution.
- Upper Pay Quartile (Band D): The percentages also remain stable with minimal changes, indicating a consistent distribution of males and females in the highest pay quartile.

Overall, the data shows slight shifts in the distribution of male and female employees across different pay quartiles, with a general trend towards more balanced representation in the lower and middle pay quartiles.

0.4.1. Summary

The data provides a detailed analysis of the gender pay gap for the years 2023 and 2024 across various sectors. In our analysis, the earnings included are basic salary, allowances and benefits (bonus' are not applicable).

Table 1 shows benchmark comparisons, indicating a general trend of decreasing gender pay gaps. For all employees, the median gap decreased significantly from 2023 to 2024, and the mean gap also saw a notable reduction. The public sector experienced a slight decrease in the median gap, but the mean gap increased slightly. The education sector saw substantial reductions in both the median and mean gaps. However, the UST sector showed an increase in the median gap, while the mean gap decreased.

Table 2 presents headline data, showing a decrease in the mean gender pay gap from 2023 to 2024, while the median gap increased. The gender bonus pay gaps remained unchanged, with no bonuses awarded to either male or female employees in both years.

Table 3 details the distribution of male and female employees across different pay quartiles, showing slight shifts towards more balanced representation in the lower and middle pay quartiles.

Overall, the data indicates progress in reducing gender pay gaps in most sectors, with some areas requiring further attention to achieve greater equity.

1.5. What may impact on the Gender Pay Gap data, for the 2024 reporting period?

As with many other schools/Trusts, within 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.

1.5 Actions taken by the Trust during 2024 to help contribute towards the reduction of the Gender Pay Gap

In support of the above, during 2024 the Trust has:

- Continue 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.
- 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 and to support the fair and equitable implementation of the annual performance related pay progression process for teachers and the UST Executive.
- Reviewed its HR Recruitment and Onboarding procedures to help reduce the risk of unfair and discriminatory recruitment practices.
- Reviewed several other HR Policies and Procedures, including Special Leave, Maternity, Paternity, Adoption and Shared Parental leave to enable family friendly and flexible working practices.

1.6 Considerations to further improve the Gender Pay Gap data

Improving gender pay gap data involves both enhancing the accuracy of the data collected and implementing strategies to address the identified gaps. Some steps and strategies for further consideration include:

Data Collection and Reporting Improvements

1. Increase Pay Transparency: Ensure that pay structures and salary ranges are transparent across the organisation. This helps identify and address pay disparities more effectively.
2. Regular Audits: Conduct regular pay audits to monitor and analyse pay gaps. This helps in identifying trends and areas that need attention.
3. Detailed Reporting: Provide detailed breakdowns of pay data by department, role, and level. This helps in understanding where the gaps are most significant.
4. Include All Forms of Compensation: Ensure that all forms of compensation, including bonuses and benefits, are included in the analysis.

Strategies to Address Gender Pay Gaps

1. Implement Fair Pay Practices: Ensure that pay decisions are based on objective criteria such as skills, experience, and performance, rather than subjective factors.

2. Promote Pay Equity: Establish policies that promote pay equity, such as standardized pay scales and clear criteria for promotions and raises.
3. Support Career Development: Provide equal opportunities for training, mentorship, and career advancement for all employees, regardless of gender.
4. Flexible Working Policies: Implement flexible working policies that support work-life balance, such as remote work options, flexible hours, and parental leave.
5. Address Occupational Segregation: Encourage and support women to enter and advance in higher-paying, traditionally male-dominated fields.
6. Bias Training: Provide training to managers and employees on unconscious bias and its impact on pay and career progression.
7. Review Recruitment Practices: Ensure that recruitment practices are fair and unbiased, and that job descriptions and advertisements are gender neutral.

Monitoring and Accountability

1. Set Targets and Goals: Set specific, measurable targets for reducing the gender pay gap and hold leadership accountable for meeting these goals.
2. Regular Reporting to Leadership: Provide regular updates to senior leadership and the board on progress towards closing the gender pay gap.
3. Engage Employees: Involve employees in the process by seeking their input and feedback on pay equity initiatives and keeping them informed about progress.

By implementing these strategies, the Trust can improve the accuracy of their gender pay gap data and take meaningful steps towards closing the gap. This would not only promote fairness and equality but also enhance employee satisfaction and organisational performance.