

Summary of Pegasus Academy Trust's Gender Pay Gap Report – Snapshot Date 5th April 2019

The Pegasus Academy Trust has a total of 297 staff on payroll. This is made up of 264 female staff and 33 male staff. Therefore 89% of staff are female and 11% are male. Comparing the staff ratios from 2018, which were 90% of female staff and 10% male staff, this year's staff ratios have only changed by 1%.

The report is split into the following sections and will be dealt with in turn:

- All Staff mean & median data;
- All Staff quartile data;
- Teaching staff mean & median data;
- Teaching staff quartile data;
- Support staff mean & median data;
- Support staff quartile data.

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 requests employers to publish information on their mean and median bonus pay gaps as well as show the proportion of males and females receiving a bonus payment. This data has not been included as bonus payments are not made by the Trust.

There has been greater clarity in the guidance since the Regulations have been introduced whereby the requirement is to compare the hourly rates of pay for male and female staff as detailed in the six sections above. Casual staff who worked during April 2019 were also included in the figures.

1. All staff mean and median data

The Gender Pay Gap Report shows that the average (or mean) rate of base hourly pay for female staff is £19.30 per hour compared to £23.94 per hour for male staff. Therefore, the Gender Pay Gap for the average rate of base pay across the Trust between male and female staff is 19.39%. **Compared to the 2018 figures which showed a 13.17% gap, this indicates an increase of 6.22%.**

The report also shows that the median rate of base pay for female staff is £12.13 per hour which is significantly less than the median rate of pay for male staff which is £23.17 per hour.

Therefore, the Gender Pay Gap for the median rate of base pay across the Trust between male and female staff is 47.62%. **Compared to the 2018 figures which showed a 19.94% gap, this indicates an increase of 27.68%.**

2. All staff quartile data

The regulations ask employers to show their proportion of males and females in each quartile pay band. These are as follows:

First Quartile: Female 91%
Male 9%

Second Quartile: Female 96%
Male 4%

Third Quartile: Female 84%
Male 16%

Fourth Quartile: Female 85%
Male 15%

As you can see in the third and fourth quartiles, the proportion of male staff earning a higher rate of pay increases and for female staff, this starts to decrease.

Compared to 2018 figures the differences are as follows.

First Quartile:	No Change No Change
Second Quartile:	Female - Increase of 2% from 94% to 96% Male - Decrease of 2% from 6% to 4%
Third Quartile:	Female - Decrease of 7% from 91% to 84% Male – Increase of 7% from 9% to 16%
Fourth Quartile:	Female – Increase of 1% from 84% to 85% Male – Decrease of 1% from 16% to 15%

I decided to split the data further into teaching and support staff categories for the Trust to further analyse gender pay gaps for these groups of staff.

3. Teaching staff mean & median data

Looking more closely at the teaching staff data on the report, there are 120 teaching staff of which 102 are female and 18 are male. This equates to 85% female staff and 15% male staff. Although the total number of teaching staff has reduced by 4 teachers since 2018, these staff ratios remain unchanged.

The Gender Pay Gap Report shows that the average (or mean) rate of base pay for female teaching staff is £30.87 per hour compared to £33.22 per hour for male teaching staff. Therefore, the Gender Pay Gap for the average rate of base pay between male and female teaching staff is 7.09%.

Compared to the 2018 figures which showed a 4.16% gap, this indicates an increase of 2.93%.

The report also shows that the median rate of base pay for female teaching staff is £31.92 per hour compared to £30.80 per hour for male teaching staff. Therefore, the Gender Pay Gap for the median rate of base pay between male and female teaching staff is 3.51%. Compared to the 2018 figures which showed a 0% gap, this indicates an increase of 3.51%.

4. Teaching staff quartile data

The proportion of male and female teaching staff in each quartile pay band are as follows:

First Quartile:	Female 87% Male 13%
Second Quartile:	Female 87% Male 13%
Third Quartile:	Female 93% Male 7%
Fourth Quartile:	Female 73% Male 27%

Compared to 2018 figures the differences are as follows.

First Quartile:	Female – increase of 3% from 84% to 87% Male - decrease of 3% from 16% to 13%
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Second Quartile:	Female – decrease of 3% from 90% to 87% Male - increase of 3% from 10% to 13%
Third Quartile:	Female – increase of 6% from 87% to 93% Male - decrease of 6% from 13% to 7%
Fourth Quartile:	Female – decrease of 4% from 77% to 73% Male – increase of 4% from 23% to 27%

5. Support staff mean & median data

Looking at the support staff data on the report, there are 177 support staff of which 162 are female and 15 are male. This equates to 91.5% female staff and 8.5% male staff. Comparing the staff ratios from 2018, which were 92% of female staff and 8% male staff, this year's staff ratios have only changed by 0.5%. Interestingly there has been a 0.5% decrease in female support staff and a 0.5% increase in male support staff since 2018.

Many of these staff members have multiple contracts such as a Midday Supervisor, Teaching Assistant and Play Worker for the Breakfast and Afterschool Club provision. For the purpose of reporting, I had to calculate an hourly rate for these multiple roles based on the sum of the Actual Salary/(FTE Percentage/100).

Taking this into consideration, the Gender Pay Gap Report shows that the average (or mean) rate of base pay for female support staff is £12.01 per hour compared to £12.79 per hour for male support staff. Therefore, the Gender Pay Gap for the average rate of base pay between male and female support staff is 6.14%. **Compared to the 2018 figures which showed a 2.3% gap, this indicates an increase of 3.84%.**

The report also shows that the median rate of base pay for female support staff is £11.38 per hour compared to £11.50 per hour for male support staff. Therefore, the Gender Pay Gap for the median rate of base pay between male and female support staff is 1.02%. **Compared to the 2018 figures which showed a 0% gap, this indicates an increase of 1.02%.**

6. Support Staff Quartile Data

The proportion of male and female support staff in each quartile pay band are as follows:

First Quartile:	Female 87% Male 13%
Second Quartile:	Female 98% Male 2%
Third Quartile:	Female 95% Male 5%
Fourth Quartile	Female 86% Male 14%

Compared to 2018 figures the differences are as follows.

First Quartile:	Female – decrease of 12% from 99% to 87% Male – increase of 12% from 1% to 13%
Second Quartile:	Female – increase of 9% from 89% to 98% Male – decrease of 9% from 11% to 2%

Third Quartile: Female – increase of 4% from 91% to 95%
Male - decrease of 4% from 9% to 5%

Fourth Quartile Female – decrease of 3% from 89% to 86%
Male – increase of 3% from 11% to 14%

Observations

There is a 19.39% difference in the main (average) pay for all female and male staff pay across the Pegasus Academy Trust. When you look at the specific teaching and support staff data, the differences are 7.09% for teaching staff and 6.14% for support staff. There is a 47.62% difference in the median pay for all female and male staff pay across the Trust. When you look at the specific teaching and support staff data, the differences are 3.51% for teaching staff and 1.02% for support staff.

I can offer the following possible explanations for the gender pay gaps:

1. The number of values the mean is based on significantly less numbers for the male employees than for the female employees. Therefore the mean figures appear higher;
2. This also accounts for the reason for the disparity in the median figures because there are proportionately less males than females. Therefore, the number of values you can choose your median from is more limited in the male cohort and therefore the median figures will appear higher;
3. This is supported by the overall staff ratios of 89% females compared to only 11% of males;
4. There are also less males in lower levels jobs such as Midday Supervisors and Teaching Assistants. However interestingly, in 2019 there has been an increase of males in the lowest paid first quartile of 12%;
5. There has also been a 3% increase of males in the fourth quartile in the support staff category;
6. On the teaching staff data there are more unqualified female teachers earning lower salaries than males;
7. There has been a 4% decrease of females in the fourth quartile of the teaching staff category which indicates a higher proportion of males in upper pay range and leadership roles than last year. However there are still more females than males in leadership roles;
8. Looking at the all staff quartile data, there has been a 1% increase of females in the fourth quartile demonstrating a slight increase in female employees earning higher salaries;
9. The data this year is based comparing the number of employees and the hourly rates of pay for male and female staff. In 2018 these comparisons were based on the number of employment contracts (as support staff often have more than one role) and on the annual salaries, As a consequence, there has not been a direct comparison of data which may account for the wide differentials in the gender pay gaps;
10. Furthermore as many support staff have multiple roles, I had to calculate an hourly rate for these multiple roles based on the sum of the Actual Salary/(FTE Percentage/100). This may explain why the gender pay gaps are higher this year as the average hourly rate is based on the majority of the hours which generally is at the lower Teaching Assistant rate;
11. Finally there have been two major restructuring exercises at Ecclesbourne and Cypress Primary Schools which meant that a number of staff have left the organisation since April 2018. These restructuring exercises affected Teaching Assistants who are predominately women.

The next steps are whether you wish to publish this data ahead of the 4th April 2020 deadline on the government's website as well as your own. I will be happy to advise further following your Trustee Director meeting.

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Octavo Partnership