

Summary of Pegasus Academy Trust's Gender Pay Gap Report – Snapshot Date 5th April 2020

The report concludes that Pegasus Academy Trust have a total of 299 eligible staff on payroll. These are made up of 267 female staff and 32 male staff. Therefore 89% of staff are female and 11% are male. There has been no change to the staff ratios detailed in the 2019 report.

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 6 sections above. Casual staff who worked during April 2020 were also included in the figures.

1. All Staff Mean & Median Data

The Gender Pay Gap Report shows that the average (or mean) rate of base hourly pay for female staff is £19.49 per hour compared to £24.63 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 20.88%.

Compared to the 2019 figures which showed a 19.39% gap, this indicates an increase of 1.49%.

The report also shows that the median rate of base pay for female staff is £12.11 per hour which is less than the median rate of pay for male staff which is £22.42 per hour. Therefore, the Gender Pay Gap for the median rate of base pay across the Trust between male and female staff is 45.98%.

Compared to the 2019 figures which showed a 47.62% gap, this indicates a decrease of 1.64%.

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 92%
	Male 8%
Second Quartile:	Female 99%
	Male 1%
Third Quartile:	Female 83%
	Male 17%
Fourth Quartile:	Female 84%
	Male 16%

In the third quartile, the proportion of male staff earning a higher rate of pay increases exponentially by 16%. This decreases slightly by 1% in the fourth quartile with a higher percentage of female staff earning higher rates of pay.

Compared to 2019 figures the differences are as follows:

First Quartile:	Female - Increase of 1% from 91% to 92% Male – Decrease of 1% from 9% to 8%
Second Quartile:	Female - Increase of 3% from 96% to 99% Male - Decrease of 3% from 4% to 1%
Third Quartile:	Female - Decrease of 1% from 84% to 83% Male – Increase of 1% from 16% to 17%
Fourth Quartile:	Female – Decrease of 1% from 85% to 84% Male – Increase of 1% from 15% to 16%

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

3. Teaching Staff Mean & Median Data

There are 119 teaching staff of which 102 are female and 17 are male. This equates to 86% female staff and 14% male staff. This demonstrates a 1% increase in female teachers since the last Gender Pay Gap Report in 2019. The Gender Pay Gap Report shows that the average (or mean) rate of base pay for female teaching staff is £31.77 per hour compared to £34.56 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 8.06%.

Compared to the 2019 figures which showed a 7.09% gap, this indicates an increase of 0.97%.

The report also shows that the median rate of base pay for both male and female teaching staff is £31.65 per hour. Therefore, the Gender Pay Gap for the median rate of base pay between male and female teaching staff is 0%.

Compared to the 2019 figures which showed a 3.51% gap, this indicates a decrease 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 90%
	Male 10%
Second Quartile:	Female 83%
	Male 17%
Third Quartile:	Female 83%
	Male 17%
Fourth Quartile:	Female 86%
	Male 14%

Compared to 2019 figures the differences are as follows:

First Quartile:	Female – Increase of 3% from 87% to 90% Male - Decrease of 3% from 13% to 10%
Second Quartile:	Female – Decrease of 4% from 87% to 83% Male - Increase of 4% from 13% to 17%
Third Quartile:	Female – Decrease of 10% from 93% to 83% Male - Increase of 10% from 7% to 17%
Fourth Quartile:	Female – Increase of 13% from 73% to 86% Male – Decrease of 13% from 27% to 14%

5. Support Staff Mean & Median Data

Looking at the support staff data on the report, there are 180 support staff of which 165 are female and 15 are male. This equates to 92% female staff and 8% male staff. Comparing the staff ratios from 2019, which were 91.5% of female staff and 8.5% male staff, this year's staff ratios have only changed by 0.5% with an increase to the number of female support staff.

Many of these staff members have multiple contracts such as a Midday Supervisor, Teaching Assistant and for the Extended Schools club's provision. For the purpose of reporting, the calculation of the hourly rate for these multiple roles are 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 £11.89 per hour compared to £13.37 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 11.09%.

Compared to the 2019 figures which showed a 6.14% gap, this indicates an increase of 4.95%.

The report also shows that the median rate of base pay for female support staff is £11.37 per hour compared to £12.58 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 9.61%.

Compared to the 2019 figures which showed a 1.02% gap, this indicates an increase of 8.59%.

6. Support Staff Quartile Data

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

First Quartile:	Female 93%
	Male 7%
Second Quartile:	Female 93%
	Male 7%
Third Quartile:	Female 100%
	Male 0%
Fourth Quartile	Female 80%
	Male 20%

Compared to 2019 figures the differences are as follows.

First Quartile: Female – Increase of 6% from 87% to 93%
Male – Decrease of 6% from 13% to 7%

Second Quartile: Female – Decrease of 5% from 98% to 93%
Male – Increase of 5% from 2% to 7%

Third Quartile: Female – Increase of 5% from 95% to 100%
Male - Decrease of 5% from 5% to 0%

Fourth Quartile Female – Decrease of 6% from 86% to 80%
Male – Increase of 6% from 14% to 20%

Observations

Mean (average) and Median Data

Looking at the data for all staff the conclusion is that the Pegasus Academy Trust's gender pay gap for the average rate of base pay across all staff in the Trust is 20.88%. This represents a small increase of 1.49%.

The gender pay gap for the median rate of pay across all staff the Trust is 45.98% which represents a small increase of 1.64%.

There have been significant increases in the gender pay gap in the average and median rates of pay between female and male support staff. An explanation for this may be due to the fact that there are significantly less male support staff in lower levels jobs such as Midday Supervisors and Teaching Assistants. Where support staff have multiple roles, the hourly rate is calculated on the sum of the Actual Salary/(FTE Percentage/100). This may explain why the gender pay gaps are higher for female support staff as the average hourly rate is based on the majority of the hours which generally is at the lower Teaching Assistant rate. This role is predominately occupied by female employees.

Although the Pegasus Academy Trust adopt the recommended STPCD and GLPC pay scales for their roles which promote equality for male and female employees, there is still a gender pay gap. This is because there are significantly less male employees and therefore less male data to calculate the mean and median figures. This will make the mean and median figures appear higher even though in reality a male and a female employee on the same scale point will be paid the same salary. This is supported by the overall staff ratios of 89% females compared to only 11% of males.

Looking at the teacher data, there is a slight increase in the Trust's gender pay gap for the average rate of base pay across teachers of 0.97% making the gap 8.06%. This is significantly less compared to support staff. There is no gender pay gap for teachers based on the median rate of pay.

Quartile Data

A review of the trends in the quartile information compared to the quartile data in the 2019 report showed the following:

- The first quartile for all staff shows an increase in the percentage of female employees which is also reflected in the percentage of female teaching and support staff.
- The second quartile shows an increase in the percentage of female employees. However, when looking at teaching and support staff in detail there is a decrease in the percentage of female teachers and support staff. This data demonstrates a slightly higher percentage of male teachers and support staff in this second lowest pay range. An explanation for the overall increase may be due to the increase in total numbers of staff from last year, although this is very slight.
- The third quartile shows a slight decrease in the percentage of all female employees and a larger decrease for female teachers. However, there is an upward trend in the support staff data where 100% of female support staff are in this second highest pay range. This demonstrates that more female support staff are earning higher salaries than compared to last year which is very positive.
- Finally, the fourth quartile shows a slight decrease in the percentage of all female employees. However, there is a significant increase for female teachers in this category. However, this is not the case for female support staff as the percentage of those earning the highest salaries have decreased. This demonstrates that more female teaching staff are earning the highest salaries and occupy more leadership roles than male teaching staff compared to last year.

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