

UNITY SCHOOLS PARTNERSHIP – GENDER PAY GAP REPORT

INTRODUCTION

Legislation issued in 2018 requires all employers in the UK with 250 employees or more must report on their gap in gender pay, based on statutory calculations. Unity Schools Partnership have welcomed this additional opportunity to report on its workforce and proactively share their statistics.

The Gender Pay Gap reporting provides a snapshot of the gender balance within an organisation. It measures the difference between the earnings of all male and female employees, irrespective of their role or seniority.

Unity Schools Partnership employs significantly more females than males, which is not unrepresentative within the Education, teaching and support staff sector. Our gender pay gap results should therefore be considered with this in mind as the predominance of females to males has a significant influence on our overall general pay gaps.

Furthermore, the split between males and females in Primary Schools is yet further stretched as there are far fewer men in Primary schools than in Secondary schools.

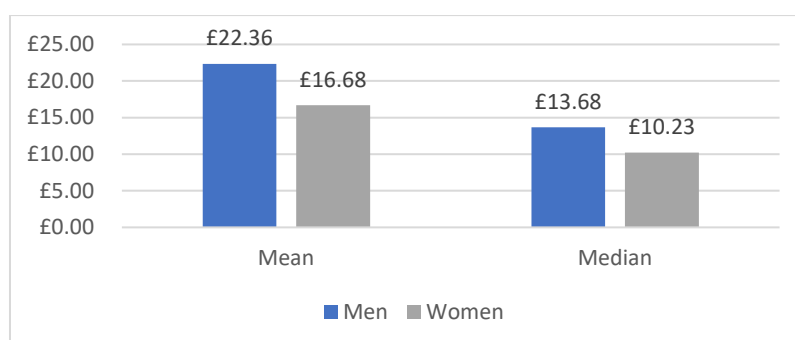
GENDER PAY REPORTING

The Government provide very clear guidelines on how to calculate the pay gaps, this allows for greater consistency as well as an opportunity to benchmark against other similar organisations as well as different industries. The data is taken from the period April 2022 to March 2023.

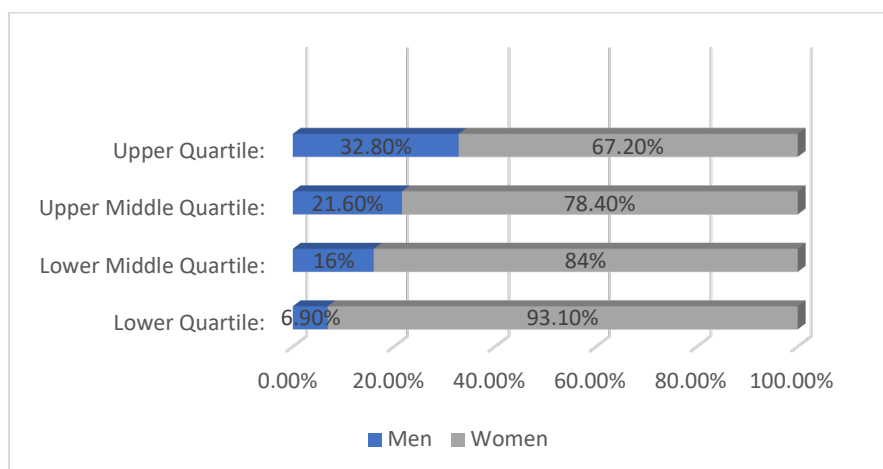
The following results have been calculated in line with the mandatory requirements:

	2019	2020	2021	2022	2023	2024
Mean gender pay gap	29.5%	27.9%	26.3%	23.9%	26.8%	25.4%
Median gender pay gap	45.1%	43.8%	47.7%	48.0%	49.1%	42.0%
Mean bonus pay gap	0%	0%	0%	0%	0%	0%
Median bonus pay gap	0%	0%	0%	0%	0%	0%
Proportion of males receiving a bonus	0%	0%	0%	0%	0%	0%
Proportion of females receiving a bonus	0%	0%	0%	0%	0%	0%

Average Hourly Rates of Pay



Average Quartile Rates



2023	Upper Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile
% of Males in Quartile	32.8% (31.95%)	21.6% (21.66%)	16.0% (15.52%)	6.9% (10.65%)
% of Females in Quartile	67.2% (68.05%)	78.4% (78.34%)	84.0% (84.48%)	93.1% (89.35%)

FURTHER ANALYSIS

The above results are those which must be published as per current legislation, the following information can also be drawn from the statistics and helps to put more perspective around the results for Unity Schools Partnership.

	2018	2019	2020	2021	2022	2023	2024
Total Number of Males	240	275	254	339	443	442	436
Total Number of Females	938	1102	1137	1431	1724	1774	1819
Total Staff	1,178	1,377	1,391	1,770	2,167	2,216	2255
% Female Total	79.6%	80.0%	81.7%	80.8%	79.6%	80.05%	80.66%

The changes in this table represent the growth of the Trust, but it is important to realise the significant difference in the numbers of male and female staff currently employed.

The following analysis provides a breakdown of the pay per hour for Executive, Headteachers, Teachers and Support Staff. For the purposes of this analysis, we are only looking at the Mean averages.

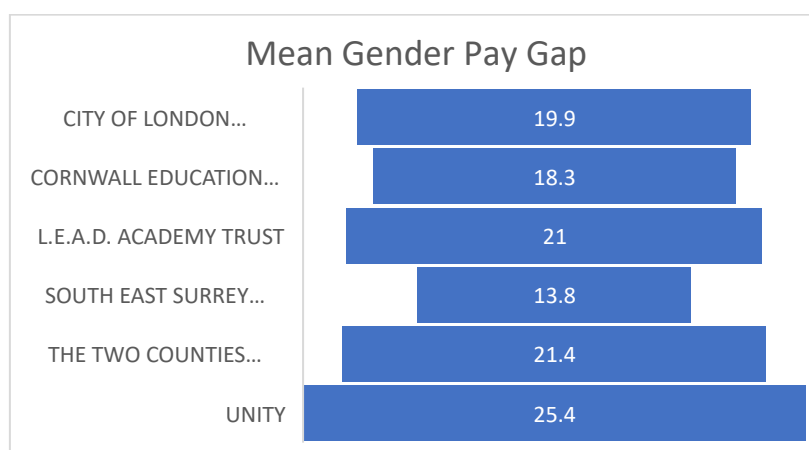
	2020 – Mean Hourly Rate of Pay		2021 – Mean Hourly Rate of Pay		2022 – Mean Hourly Rate of Pay		2023 – Mean Hourly Rate of Pay		2024 – Mean Hourly Rate of Pay	
	Males	Females	Males	Females	Males	Females	Males	Females	Males	Females
Executive Pay	£61.64	£44.25	£64.14	£46.40	£67.08	£57.19	£64.43	£47.10	£66.42	£50.75
Headteacher Pay	£43.87	£39.08	£46.52	£41.43	£45.36	£43.79	£43.34	£45.23	£43.50	£45.10
Teachers’ Pay	£23.21	£21.37	£21.50	£15.85	£19.62	£15.26	£19.30	£15.28	£21.12	£16.21
Support Staff Pay	£12.30	£10.20								

Unity Schools Partnership has adopted the national teacher and teacher leadership pay scales. Apprentices and interns are included in the teacher pay bottom quartile. Teachers on the main pay spine can increase their pay by undertaking additional responsibilities for teaching and learning and special educational needs. The Trust has adopted the nationally agreed pay scale for support staff salaries. Many of the support staff in the lower quartiles are term time only contracts, hence this will also impact the results.

BENCHMARKING

To date there are not many other Trusts who compared to us in size that have completed their reporting, however please see table below:

MAT	% Difference in hourly rate (Mean)	% Difference in hourly rate (Median)	% Women in lower pay quartile	% Women in lower middle pay quartile	% Women in upper middle pay quartile	% Women in top pay quartile
CITY OF LONDON ACADEMIES TRUST	19.90	17.80	77.00	68.00	60.00	57.00
CORNWALL EDUCATION LEARNING TRUST	18.30	35.90	89.80	76.40	72.40	65.70
L.E.A.D. ACADEMY TRUST	21.00	30.00	92.40	88.30	78.30	74.10
SOUTH EAST SURREY SCHOOLS EDUCATION TRUST	13.80	22.30	79.60	76.80	68.10	65.20
THE TWO COUNTIES TRUST	21.40	36.70	83.00	73.00	71.00	50.00



CONCLUSIONS

Unity Schools Partnership continues to ensure that all support staff roles are correctly graded using appropriate tools, comparisons, and benchmarking facilities.

As a Trust we seek to promote and recruit staff irrespective of gender and this is evidenced by the number of female staff in Senior Positions within the Trust. Recruitment shortlisting is carried out blind, with all candidates anonymised during the screening process.

For the period of this report the Executive Leadership Team was made up of seven females and six males. Within the 32 Schools in the Trust, there are 22 female and 12 male Headteachers/Exec Head. In the 9 Secondary Schools there were six female and three male Headteachers, of the four special schools, two are female and two are male and the Primary Schools split was 13 females and 6 male Headteachers.

Since the last report, further research has been undertaken to understand how and why some schools manage to achieve seemingly significant better results than we are able to.

It was established that to achieve better results it would require the Trust to think differently about its operations. Those trusts who had a smaller pay gap between men and women often fully outsourced their catering and cleaning contracts removing the lower paid roles from the equation all together and

Most of our cleaning is in-house, although a lot of our catering is outsourced with the exception of Steeple Bumpstead, Wells Hall and TGS (and now Robert Kett).

City of London Academies Trust – are heavily weighted in secondary schools, therefore don't have anywhere near as many LSA (TA) roles. They also conceded they struggle to recruit in this area and have a lot of supply staff regularly. Supply staff won't appear on a GPG report.

London schools aren't finding the teacher recruitment challenge as hard as other areas of the country and so are not offering flexible working and they commented that they actively try to avoid part time workers.

One trust actually told me they actively "positively discriminate" to get more men into the lower paid jobs.

In summary our conclusions are similar to before – we could work towards improving the report, but it would be for the benefit of the report only and not meet our own strategic objectives, particularly around inclusivity, flexible working and management of staff. Outsourcing cleaning, TA's, etc. would help the reporting, but would not help us with managing the business any better.

Actions

The following actions have been taken:

- Annual event promoting International Women's Day hosted by 5 female leaders within the Trust.
- Personal coaching provided to Head Teachers.
- Unity Day – Empowering Women sessions held annually with follow up actions supporting women as they navigate their careers.
- Attendance at Queen Street Group – Women in Leadership Event in May 2023.
- Message for children in schools – boosting self-esteem / access to women in leadership.

- Embedded “every leader is a leader of SEND”” every leader a leader of Equality”.
- All roles now include narrative about exploring opportunities for flexible working.

Further actions being explored are:

- Mentoring and Coaching for women in middle leadership to be delivered by female senior leaders within the Trust.
- Explore what WomenEd can offer.