

## Gender Pay Gap Fairfax Multi-Academy Trust 2019/20

### 1. Introduction

In April 2017, the Government introduced Gender Pay Gap legislation which required all employers of 250 or more employees to publish their gender pay gap. The snapshot date for employees in scope each year is 31 March, i.e. the following refers to a snapshot date of 31 March 2019.

Fairfax Multi-Academy Trust (FMAT) is committed to the fair treatment and reward for all staff irrespective of gender.

The gender pay gap is a high level indicator of female and male earnings which is affected by workforce distribution.

The gender pay gap is defined as the difference between the mean (average) or median (actual midpoint) hourly rate of female and male employees expressed as a percentage. It is worth noting that the gender pay gap is not a tool to measure equal pay, i.e. the provision of equal pay for work of equal value (paying men and women equally for equivalent work).

According to the October 2019 figures of the Office for National Statistics (ONS), the overall UK gender pay gap was 17.3%.

### 2. Gender pay gap information

On the snapshot date, FMAT had 495 employees and the gender split was as follows:

#### Gender make-up

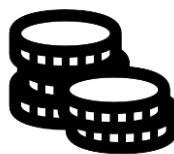


363 female employees



132 male employees

#### Gender pay gap on women's hourly rate



Mean: 17.8% lower

Median: 30.5% lower

Proportion of females and males in each quartile band:

Quartiles	Female	Male
Upper quartile	62%	38%
Upper middle quartile	69%	31%
Lower middle quartile	80%	20%
Lower quartile	82%	18%

No bonus payments were made.

### 3. Underlying reasons for the gender pay gap

FMAT is a relatively young multi-academy trust and inherited the pay structures in its various academies at point of transfer. The Trust's pay scales for teaching staff are still aligned to the School Teachers' Pay and Conditions document and for support staff to the NJC pay scales. Due to TUPE transfers, FMAT operates three different pay scales across the Trust and 34% of support staff are still on their TUPE terms and pay scales.

The majority of FMAT staff are female (73%) which is not uncommon for the education sector.

Analysing the data more closely by looking at the two main staff groups, teaching and support staff separately, the gender pay gap on women's hourly rate reduces considerably.

Teaching staff:

The gender make-up of this group is 186 female and 96 male employees. The gender pay gap on women's hourly rate is 6.2% lower (mean) and 8% lower (median).

Additional analysis of the data shows that the gender pay gap on women's hourly rate improves further when looking at teaching staff alone (i.e. excluding the senior leadership team). The gender pay gap on women's hourly rate for teaching staff only is 2.2% lower (mean) and 1% equal (median).

Looking at the senior leadership team, the gender pay gap on women's hourly rate also looks more favourably than the overall FMAT gender pay gap. 57% of this group are female, and the gender pay gap on women's hourly rate for teaching staff is only -2.4% lower (mean) and -1.1% lower (median).

Support staff:

The gender make-up of this group is 177 female and 38 male employees. The gender pay gap on women's hourly rate is 12.1% lower (mean) and 0.4% lower (median).

Analysing the data further, it shows that the highest gender pay gap on women's hourly rate is in the lower paid 'manual' roles (cleaning, catering and premises) with a 17.0% lower (mean) and 14.1% lower (median) and support staff managers with a 46.4% lower (mean) and a 30.1% lower (mean).

## **4. Actions FMAT is taking to reduce the gender pay gap**

### **4.1 Recruitment**

Research has shown that that women are less likely to negotiate their pay. This is partly because women are put off, if they are not sure about what a reasonable offer is. Therefore, FMAT clearly shows salary ranges for each post to encourage salary negotiations. The appointment will always be to the minimum point of the salary range, unless the candidate can successfully evidence/demonstrate why they should be considered to start at a higher point within the salary range.

When undertaking the shortlisting process, personal information, such as the person's name, gender and ethnicity, will be removed. The shortlisting panel will assess each candidate equally against the essential (and if applicable, desirable) criteria as set out in the person specification.

According to research, when putting together a shortlist of qualified candidates, more than one woman should be included. Shortlists with only one woman do not increase the chance of a woman being selected. Therefore, our process will take this into account.

Structured interviews form part of the current recruitment and selection process.

### **4.2 Flexible Working**

Part-time, job-share and flexible working requests are reviewed for both, female and male employees, regardless of gender, reason for the request and their job role, including those which historically would not have been considered as feasible, in line with the Flexible Working Regulations. Since April 2019, 18 flexible working requests were made of which 14 were accepted, i.e. 78% of flexible working requests were accepted.

### **4.3 Pay**

The FMAT Pay policy is continued to be applied fair and consistently.

To date, FMAT reviews and incorporates the pay award recommendations from the NJC for support and School Teachers' Review Body/DfE for teaching staff and will continue to do so providing this is financially viable.