



EMMANUEL
SCHOOLS FOUNDATION



Gender Pay Gap Reporting

RELATING TO THE PAY PERIOD OF 31.03.2017

26 March 2018





STATUTORY GENDER PAY REPORTING
Gender Pay Gap Relating to Snapshot Date 31.03.2017

Approvals

This Report has been approved by:

Name	Signature	Title
Professor Mark Pike		CEO

Background

The Gender Pay Gap statistic does not indicate equal pay – it measures the difference between the *average* pay of *all* women and the *average* pay of *all* men in *all* jobs in the reference group.

At Emmanuel Schools Foundation, our approach is simple; we do not discriminate– we pay people fairly for the job they are employed to do, regardless of gender.

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations, organisations that employ more than 250 people are required to report and publish certain data relating to the pay of men and women in that organisation.

The Regulations set out the methods that employers must use to determine the relevant information and specify that the following information must be calculated and reported on both a Government website and the organisation’s own website.

- the difference in the mean pay of full-pay men and women, expressed as a percentage;
- the difference in the median¹ pay of full-pay men and women, expressed as a percentage;
- the difference in mean bonus of men and women, expressed as a percentage;
- the difference in median bonus pay of men and women, expressed as a percentage;
- the proportion of men and women who received bonus pay; and
- the proportion of full-pay men and women in each of four quartile pay bands.

The Regulations also specify that the information must relate to a particular period in time. For Emmanuel Schools Foundation, this means people employed by the Foundation on 31 March 2017; and the pay data relates to wages/salary paid in the pay period relating to that specific date i.e. salary received in March 2017.

The Regulations stipulate that “bonus pay” should refer to bonuses paid in the **year** ending 31 March 2017.

We have to report this information no later than 30 March 2018 and annually thereafter.

¹ A median is determined by ranking the values by size, and selecting the value in the middle of the list.





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How Emmanuel Schools Foundation Compares

The national median gender pay gap as reported by the Office for National Statistics (using the Annual Survey of Hours and Earnings figures), is 18.4%.

In Education, this rises to 26.3%.

	National (ONS)	ESF
Median Pay Gap (Education)	26.4%	36.97%
Median Pay Gap – (Education - Full-Time)	12.9%	3.67%
Median Pay Gap – (Education- Part Time)	33.7%	52.7%
% Teachers who are female	74%	56%
% Support Staff who are female	82%	71%

Whilst we have a 36.97% median gap overall, it can be seen that within quartiles these pay gaps are much lower; underlining the fact that we pay the genders equally in respect of the level at which they are employed.

It should be noted that this is not unusual within our sector <http://www.bbc.co.uk/news/education-43460998>

However, limiting the data to just full-time employees, the median pay gap in ESF is just 3.67%, and nationally the median full-time pay gap is 9.4%.

This serves to demonstrate that the wider gaps reported both nationally, and locally, are driven by a greater proportion of women being employed in part-time roles, which are typically lower paid.

In the upper quartile, we have a broadly equal split of male to female staff, but in the lower quartile 85% of staff are female. This is because we have a significant number of women employed in lower paid jobs, whilst we have few men employed in those lower paid jobs.

The effect of career breaks and part-time working to look after children is likely to have affected female career progression within the organisation, meaning that men hold a greater proportion of the highest-paid roles. In ESF only 13% of the highest paid roles are part-time, compared to 66% of the lowest.





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- women are more likely than men to have had breaks from work that have affected their career progression;
- women are more likely to work part time, and in ESF as well as across the UK many of the jobs that are available on a part-time basis are relatively low paid.

	Male	Female	Total
FULL TIME Headcount	197	198	395
FT Mean Pay Gap	8.98%		
FT Median Pay Gap	3.67%		
PT/TTO Headcount	39	287	326
PT/TTO Mean	21.05%		
PT/TTO Median	52.70%		

The gender pay gap narrows further when you compare similarly paid jobs.

In the upper quartile, we have a broadly equal split of male to female staff, and the median pay gap here is 6.23% in favour of men.

In the lowest paid quartile, the gender pay gap of -3.82% meaning that for this group, where women represent 85% of employees, on average women are paid *more* than men.

The average bonus values indicate a higher median, and mean, for men, but this is skewed by a very limited number of bonuses having been paid, and of those that were, only 1 out of the 35 was non-contractual.

What we are doing to address the gender pay gap

- We plan to review our policy on bonus payments, to address the disparities relating to bonuses;
- We will continue to work with (for example) maternity returners to identify ways in which female staff can continue to contribute at a senior level;
- We will continue to pay men and women fairly for the work they do, regardless of gender.

It should be noted, however, that the impact of any consequential changes will not be evident until at least our reporting relating to the snapshot date of 31 March 2019.





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Our Data

	Male	Female	Total
Relevant Employees	237	484	721
Proportion	33%	67%	
GAP Mean Hourly Rate	26.83%		
GAP Median Hourly Rate	36.97%		
GAP Mean Bonus	75.60%		
GAP Median Bonus	52.56%		
Proportion of staff receiving a bonus	2.24%	6.16%	4.90%
Proportion in Upper Quartile	53%	47%	
Mean GAP Upper Quartile	8.81%		
Median GAP Upper Quartile	6.23%		
Proportion in Upper Mid Quartile	36%	64%	
Mean GAP Upper-Mid Quartile	3.61%		
Median GAP Upper-Mid Quartile	5.15%		
Proportion in Lower Mid Quartile	27%	73%	
Mean GAP Lower Mid Quartile	4.00%		
Median GAP Lower Mid Quartile	4.44%		
Proportion in Lower Quartile	15%	85%	
Mean GAP Lower Quartile	-7.49%		
Median GAP Lower Quartile	-3.82%		

