



# ACET

# GENDER PAY GAP

# REPORT

**SNAPSHOT DATE: 31<sup>ST</sup> MARCH 2023**

DOCUMENT CONTROL			
Approved by	Trust Board		
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Business Lead	Chief People Officer	Author	Gemma Shore



## INTRODUCTION

As an employer with more than 250 employees, ACET is required by the *'Equality Act 2010 (Specific Duties and Public Authorities) Regulation 2017'* to publish specific information regarding our gender pay gap on an annual basis.

The gender pay gap reporting is calculated to show the difference between the earnings of all male and female employees. It measures the difference between the average hourly pay rate for men and women across all jobs, regardless of their role and/or level of responsibility. This is different to the term 'equal pay', which means that men and women must receive equal pay if performing the equal work in the same employment.

In recent years, the education sector has been one of the industries with the highest gender pay gap, with only the construction and finance/insurance industries reporting higher gaps than education. According to the report [Closing the Gap in Education: A Leadership Imperative](#), the causes of gender pay gaps (in all sectors) are complex, with social pressures and norms in society influencing gender roles and shaping the types of occupation or career paths that men and women follow, which in turn affects their level of pay.

This report shows details of ACET's gender pay gap for the reporting period 2022-2023, based on the payroll data on the required snapshot date of 31<sup>st</sup> March 2023.

## WHAT INFORMATION IS PUBLISHED

The government provide clear guidance on how to calculate the pay gaps, which allows for consistent reporting and benchmarking against similar organisations within the education sector, and against other sectors. The guidance is available here:

<https://www.gov.uk/government/publications/gender-pay-gap-reporting-guidance-for-employers>

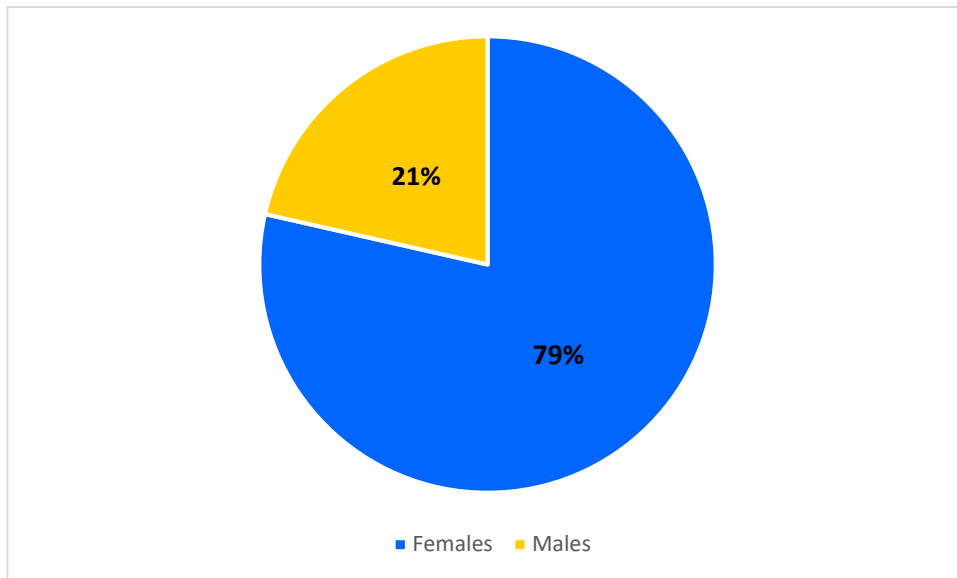
As all employers with more than 250 employees are required to submit their data in the same way, it is able to viewed for all employers here: <https://gender-pay-gap.service.gov.uk/>

The information we must publish is:

1. Percentage of men and women in each hourly pay quarter
2. Mean (average) gender pay gap for hourly pay
3. Median gender pay gap for hourly pay
4. Percentage of men and women receiving bonus pay
5. Mean (average) gender pay gap for bonus pay
6. Median gender pay gap for bonus pay

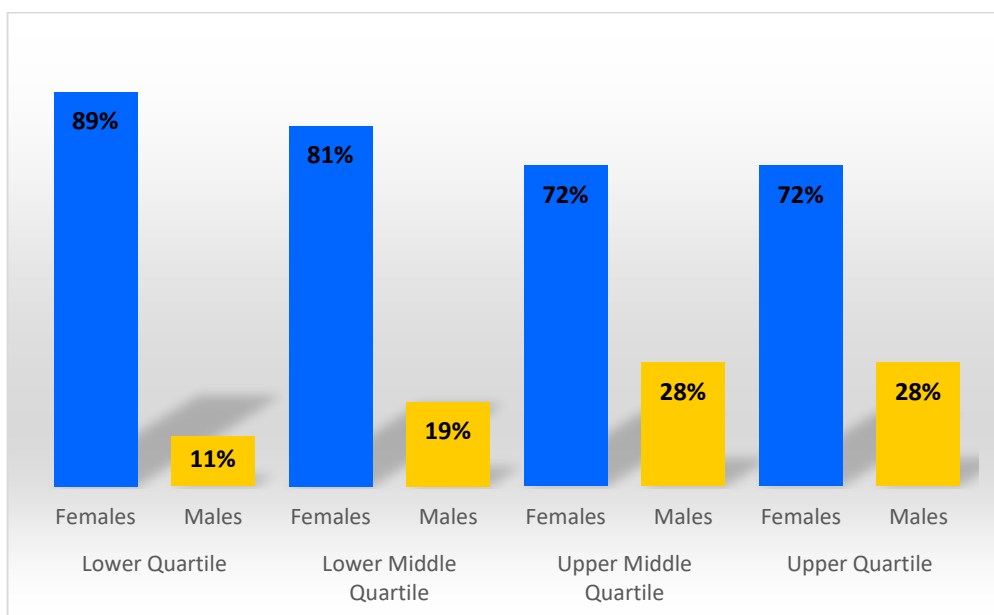
## OVERALL GENDER BALANCE

To illustrate the makeup of ACET’s whole workforce, the chart below shows the percentage of men and women in our employment on the snapshot date:



## PERCENTAGE OF MEN AND WOMEN IN EACH HOURLY PAY QUARTER

All employees are sorted in order of lowest to highest pay, then split into four equal bands (quartiles); each quartile contains the exact same number of employees, therefore, represents a quarter of the workforce. The table below shows the % of men and women in each of these quartiles.



In effect, this shows that women occupy 72% of the highest paid jobs, and 89% of the lowest paid jobs.

## MEAN (AVERAGE) GENDER PAY GAP FOR HOURLY PAY

Our mean average gender pay gap is 14.02%, which means women are paid 14.02% less than men, based on the gender pay gap formula calculations.

This is calculated by working out the 'mean average' hourly rate for women in our Trust (£18.46) and the 'mean average' hourly rate for men in our Trust (£21.47), and working out the % difference between those two figures.

*To calculate mean averages, the formula used is:*

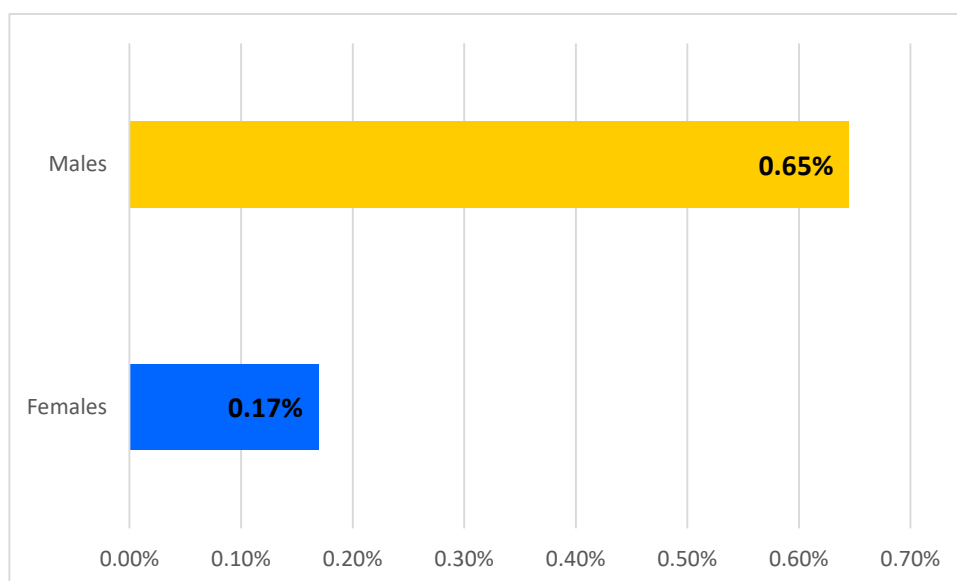
- *All female staff hourly rates added together / number of female employees*
- *All male staff hourly rates added together / number of male employees*

## MEDIAN GENDER PAY GAP FOR HOURLY PAY

Our median average gender pay gap is 24.43%. This is calculated by sorting all mens' hourly rates from highest to lowest, and all womens' hourly rates from highest to lowest, and selecting the hourly rate that falls in the middle (£15.62 for women, £20.67 for men).

## PERCENTAGE OF MEN AND WOMEN RECEIVING BONUS PAY

During the reporting period, a very small number of employees received bonuses, which were equal numbers of men and women, and of the exact same value. Due to the gender profile of our workforce being 79% women and 21% men, this equates to the following percentages:



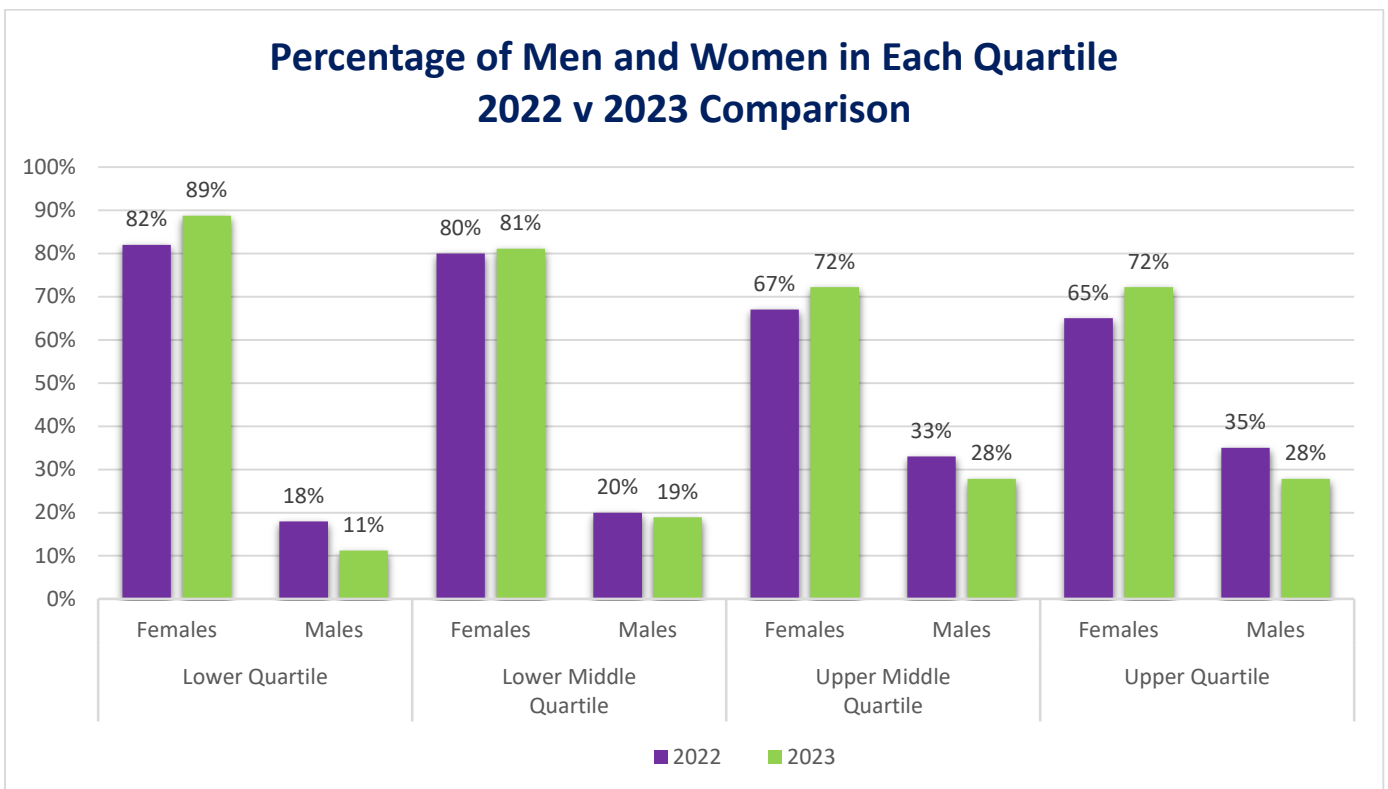
## MEAN (AVERAGE) AND MEDIAN GENDER PAY GAPS FOR BONUS PAY

As all bonus payments were of equal value, there is no mean or median gender pay gap for bonus pay.

## CHANGES FROM THE PREVIOUS YEAR

The mean average gender pay gap of 14.02% in the March 2023 snapshot is a reduction from the 16.4% reported for March 2022. Similarly, the median gender pay gap of 24.43% is lower than the previous year's 28.3%.

The table below shows that the percentage of females in all four quartiles has increased, meaning the overall workforce has shifted to employing a higher % of women at the snapshot date of March 2023 compared to March 2022.



## BENCHMARKING

Comparing our gender pay gap data to that available to download from the Gender Pay Gap Service website, shows we have a smaller gap than other similar-sized trusts. The average mean gender pay gap for MATs with between 500 – 999 employees was 20.6 in 2022 (ACET's was 16.4), and the average median gender pay gap for the same group of MATs was 31.19, compared to ACET's 16.4.

## WHY DOES ACET HAVE A GENDER PAY GAP

As well as the overall context described in the introduction about gender pay gaps being complex and arguably, linked in some ways to societal pressures and norms, we need to understand how this manifests itself in ACET and what we can do to reduce the gap.

The roles in the lowest pay quartile are, without exception, support staff roles. The roles in this quartile include Teaching Assistants, Administrators, Caretakers, Technicians, Cleaners, Lunchtime Supervisory Assistants, Breakfast Club Assistants and Apprentices. The majority of these roles are undertaken by female employees, however, we are confident that where there are men and women undertaking the same role, they are paid at the same rate, in line with national negotiated pay scales. The highest pay quartile is made up in the vast majority (93%) of teaching staff, including Principals, Vice Principals, Executive Principals etc.), and some upper pay scale / TLR holding teachers. The 7% in this quartile that are support staff are primarily the central team business leaders.

Although we have a higher ratio of females to males overall and in each quartile, the support staff roles in the lowest quartile tend to be the ones where there are lots of people in the same posts. In any given academy there will be a much smaller number of people in leadership posts than in the teaching assistant and facilities teams, which, due to the required calculation method, creates the perceived gender pay gap. To illustrate this with an example, in one of our academies the staffing structure includes 3 leadership posts, (all female, and all in the upper quartile), plus 26 teaching assistant posts, 2 administrative posts and 6 facilities posts (33 females, 1 male, mostly all in the lower quartile).

Although we know the reason why the education sector as a whole, ACET included, has a higher gender pay gap than other industries, we are still aware of, and committed to, our responsibility to reduce this. We must ensure that all of our practices are scrutinised, and where improvement opportunities are identified, that action is taken, to ensure there is no bias (conscious or unconscious) to either gender in anything we do.

#### **ACTIONS ALREADY TAKEN TO ADDRESS THE GENDER PAY GAP**

- All staff are paid in line with national pay scales; teachers follow the School Teachers Pay and Conditions document and support staff follow the National Joint Council (NJC).
- We work closely with Trade Unions on employment matters and value openness and transparency.
- Posts are advertised externally and follow the same rigorous recruitment process. All adverts state the salary range or actual salary. Gender neutral language is used in all adverts/job descriptions and all appointments follow a structured assessment/interview process.
- Flexible approaches to work are considered at all levels, including at recruitment stage
- Introduced a new Equality, Diversity and Inclusion Policy (April 2023)

#### **FURTHER ACTIONS**

- Further review our approach to flexible working, to consider how we can better support the work/life balance of employees

- Review leaver and exit questionnaire data to analyse the gender profile of leavers, and the reasons why
- Review our leave of absence policy, to provide a more flexible approach to employee requests for time off work, ensuring that those with child-caring responsibilities are not disadvantaged in any way
- Review recruitment documentation to ensure they are equally encouraging for men and women to submit applications for all roles, specifying that part-time/flexible working is welcome and showcasing the benefits of being an ACET employee
- Review our family-friendly policies, including maternity/paternity/shared parental leave etc.

Our Equality Objectives aim to improve equality overall, not specifically the gender pay gap, however, they do include actions which will have a positive impact on any gender inequality and the pay gap. These objectives can be viewed here: [ACET Equality Objectives](#).

## DECLARATION

I confirm the above information has been prepared from our payroll data on the snapshot date (31<sup>st</sup> March 2023), and fairly represents the gender pay gap information for ACET.



**Rebecca Scutt**

Chief Executive Officer



**John Barton**

Chair of Trust Board