

Impact Education Multi Academy Trust

Gender Pay Gap Reporting – Reporting Year 2021/22

2021/22 Gender Pay Gap Report

As an employer of over 400 employees, we are required by law to carry out Gender Pay Gap Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This 2021/22 report uses data as at the 'snapshot date' of 31 March 2021.

Impact Education Multi Academy Trust operates as an Equal Opportunities employer. We support the fair treatment of all staff, irrespective of gender, through our transparent recruitment, pay and development practices.

We are committed to addressing diversity in our Trust. We recruit our employees based on their skills and qualities rather than any demographic, gender, race, religion, or other potentially discriminatory characteristic. Underpinning all our actions, irrespective of gender, are our policies including:

- Equality & Diversity Policy
- Safer Recruitment Policy
- Staff Leave of Absence Policy
- Flexible Working Policy
- Shared Parental Leave Policy

We use pay scales for our teaching staff which are fully aligned with the School Teachers Pay and Conditions Document (STPCD) which is released annually by DfE. Similarly, support staff pay scales are fully aligned with the National Joint Council (NJC) for Local Government Services. Progress through these pay scales is based upon an annual performance review for teaching staff, and time-served progression for support staff.

Pay Gap v Equal Pay

The gender pay gap is not the same as unequal pay. Unequal pay is paying two people a different pay rate to do the same work. This has been unlawful since the Equal Pay Act was introduced in 1970. This report states what our gender pay gap was for the reporting year, and explores the reasons why the trust has a gender pay gap, and what measures it is undertaking and considering to reduce that gap.

Our results

There are significantly more females employed at Impact than there are males, the split in gender for all staff employed is:

Female 420 (77%)

Male 127 (23%)

This split between the percentage of males and females employed at the trust is very similar to the sector as a whole. Nationally, in education, statistics point towards 75% of the total workforce being female.

Impact Education Multi Academy Trust

Gender Pay Gap Reporting – Reporting Year 2021/22

The gender split per quartile is:

Quartile	Rate of Hourly Pay	No. of Employees		% of Employees	
		F	M	F	M
Q1	£8.54 - £10.27	137	14	91%	9%
Q2	£10.28 - 15.19	105	22	83%	17%
Q3	£15.20 - 31.59	96	50	66%	34%
Q4	£31.60 and above	82	41	67%	33%
	<i>Totals</i>	<i>420</i>	<i>127</i>		

The gender split for median and mean pay is:

	Median Hourly Rate	Mean Hourly Rate
Male	£27.40	£27.81
Female	£12.78	£19.35
Percentage Difference	53%	30%

The number of females employed across the trust is fairly evenly distributed across the 4 quartiles, whereas, more males are paid in higher paid roles than in the lower quartiles – this is the main reasons for our gender pay gap. As the trust has grown, we have changed most contracted-out services and replaced them with in-house services provided by employees who TUPE'd across from the contractor. Most of these services are in lower paid roles (eg. kitchen assistants, cleaners) and most positions are filled by female staff. This has widened the gender pay gap.

Drivers of our gender pay gap

We believe that our data confirms that our pay gap is due entirely to the higher proportion of males employed by the trust who are in the top two pay quartiles, and the large number of lower paid roles created by our growth and traditionally undertaken by females, often as second jobs to supplement family income. In other words, we have differences in gender representation in different job functions. This is a national pattern and creates what appears to be a gender pay gap when looking at mean and median for whole staffing figures and not within grades.

We can confirm there is no variation in pay between female and male staff who are undertaking the same role.

Impact Education Multi Academy Trust

Gender Pay Gap Reporting – Reporting Year 2020/21

Bonus Gender Pay Gap

Impact Education MAT does not pay bonus payments to any staff. Consequently, Mean and/or Median Bonus Gender Pay Gaps do not apply in Impact Multi Academy Trust.

How to continue to close the gender pay gap

As a trust, we acknowledge that there is continued work to do. This will be informed by the Government Equalities Office and other evidence-based guidance to help identify all the causes of our gender pay gap and steps that can be taken to reduce it. We acknowledge that unless there is an equal number of men and women, in each and every role across our organization, then statistically a gender pay gap will exist. However, this sector-norm will not detract from Impact Education Multi Academy Trust, following guidance and best practice to reduce the gap. These practices will include but are not limited to:

- a) The promotion of flexible working (e.g. part time working, job sharing, compressed hours, staggered hours, home working). Something that has become a more normal approach to work following the Covid pandemic, although most school roles depend on the staff member being in school during term time and at the start and finish of the school day.
- b) Considerations for recruitment and retention to even-out the gender split in roles in our schools (including flexible working arrangements in adverts as standard, investment in internship programmes, job sharing as standard, gender neutral language in job adverts, encouragement of shared parental leave, KIT days for staff on parental leave)
- c) Strategic and targeted career progression and talent management (e.g. identify barriers to progression, encourage mentorship schemes for all staff, encourage formal training opportunities, fair access to developmental opportunities, recognise achievements etc.)