STAMFORD PARK TRUST

STATUTORY GENDER PAY GAP 2021 REPORT

Introduction

Here at Stamford Park Trust, we are committed to improving equality for staff and students and increasing our diversity as a multi academy Trust. The challenge in our organisation and across the country is to eliminate any gender pay gap.

The gender pay gap is an equality measure that shows the difference in average pay between women and men in the workforce. It provides a framework within which gender pay gaps can be surfaced so that, both inside and outside of the workplace, we can think constructively about why gender pay gaps exist and what to do about them.

Like all organisations with over 250 staff in England and Wales, we are required to publish Gender Pay Gap data. We do not view this exercise as a matter of compliance but as an important development in our understanding of the barriers to equality in the organisation.

Stamford Park Trust is committed to the principles of consistency, fairness and transparency, supporting the fair treatment and reward of all staff irrespective of any differences.

At March 2021 our mean gender pay gap was 8.3% and our median gender pay gap was 23% both in favour of men. Whilst our pay gap is lower than the national average (15.5% March 2020) it is important that we continue to take steps to understand it.

Katie Davies
Head of Human Resources

Background

All public sector employers, employing more than 250 staff, are required to publish information about gender pay gaps annually by 31 March each year. This information is based on a snapshot date of pay on 31 March 2021.

In March 2021, the Trust employed 411 full pay relevant employees, of which 293 (71%) were female and 118 (29%) were male.

The gender pay gap is different to equal pay. Equal pay relates to men and women receiving equal pay for equal work, not meeting this requirement has been unlawful for over 40 years. The gender pay gap is a measure of disparity between the average earnings of males and females. This can be measured in various ways.

What do we report on?

Mean gender pay gap	The difference between the mean hourly rate of pay of male full-pay relevant employees and that of the female full-pay relevant employees
Median gender pay gap	The difference between the median hourly rate of pay male full-pay relevant employees and that of female full-pay relevant employees
Quartile bands	The proportion of males and females in each quartile band

Mean / Median Figures

Interpreting the Mean / Median Figures
- A positive percentage figure (which almost all organisations are likely to have) reveals that typically or overall, female employees have lower pay or bonuses than male employees
- A negative percentage figure (which some organisations may have) reveals that typically or overall, male employees have lower pay or bonuses than female employees
- A zero percentage figure (which is highly unlikely, but could exist for a median pay gap where a lot of employees are concentrated in the same pay grade) reveals no gap between the pay or bonuses of typical male and female employees or completely equal pay or bonuses overall.

Using the mean and median averages is helpful to give a more balanced overview of an employers overall gender pay gap:

- Mean averages are useful because they place the same value on every number they use, giving a good overall indication of the gender pay gap, but very large or small pay rates or bonuses can 'dominate' and distort the answer. For example, mean averages can be useful where most

employees in an organisation receive a bonus but could be less useful in an organisation where the vast majority of bonus pay is received by a small number of board members

- Median averages are useful to indicate what the 'typical' situation is i.e. in the middle of an organisation and are not distorted by very large or small pay rates or bonuses. However, this means that not all gender pay gap issues will be picked up.

Mean / Median Calculations

How the Median is calculated:

Gender pay gap = <u>Median pay men - Median pay woman</u>   X 100
                            Median pay men

How the Mean is calculated:

Gender pay gap =   <u>Mean pay men – Mean pay women</u>   X 100
                            Mean pay men

Gender Pay Gap Figures for Stamford Park Trust

In keeping with the statutory data requirements we report the following:

1. The Mean Hourly Pay Gap (%) of all Full Pay Relevant Employees = 8.3% in favour of men (UK National Average Benchmark at March 2020 was 15.5%
2. The Median Hourly Pay Gap (%) of all Full Pay Relevant Employees = 23% in favour of men

- Upper Quartile = 68% Female, 32% Male
- Upper Middle Quartile = 65% Female, 35% Male
- Lower Middle Quartile = 76% Female, 24% Male
- Lower Quartile = 75% Female, 24% Male

Mean Pay for Male Staff = £21.90
Mean Pay for Female Staff = £20.07

Median Pay for Male Staff = £23.45
Median Pay for Female Staff = £18.05

Plans to address the Gender Pay Gap

The Trust is committed to addressing the Gender Pay Gap and will continue to ensure that gender equality is a core part of our values. The Trust will agree specific actions which may include:

- Continual review of our recruitment processes to ensure that we are addressing gender underrepresentation across the Trust and continue offering unconscious bias training.

- Continual review of our processes and CPD strategy to support all staff, but look specifically at opportunities for women to progress their careers within the Trust through talent management and on-going personal development.

Stamford Park Trust is committed to reporting on an annual basis what it is doing to reduce the gender pay gap and the progress it is making.