

UNITY SCHOOLS PARTNERSHIP – ETHNICITY PAY GAP REPORT

INTRODUCTION

Legislation issued in 2018 requires all employers in the UK with 250 employees or more must report on their gap in gender pay, based on statutory calculations. Unity Schools Partnership have welcomed this additional opportunity to report on its workforce and proactively share their statistics.

The Gender Pay Gap reporting provides a snapshot of the gender balance within an organisation. It measures the difference between the earnings of all male and female employees, irrespective of their role or seniority.

Unity Schools Partnership employs significantly more females than males, which is not unrepresentative within the Education, teaching and support staff sector. Our gender pay gap results should therefore be considered with this in mind as the predominance of females to males has a significant influence on our overall general pay gaps.

Furthermore, the split between males and females in Primary Schools is yet further stretched as there are far fewer men in Primary schools than in Secondary schools.

GENDER PAY REPORTING

The Government provide very clear guidelines on how to calculate the pay gaps, this allows for greater consistency as well as an opportunity to benchmark against other similar organisations as well as different industries. The data is taken from the period April 2019 to March 2020.

The following results have been calculated in line with the mandatory requirements:

	2019	2020	2021
Mean gender pay gap	29.5%	27.9%	26.3%
Median gender pay gap	45.1%	43.8%	47.7%
Mean bonus pay gap	0%	0%	0%
Median bonus pay gap	0%	0%	0%
Proportion of males receiving a bonus	0%	0%	0%
Proportion of females receiving a bonus	0%	0%	0%

2021	Upper Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile
% of Males in Quartile	32.1% (34.5%)	24.0% (19.8%)	13.1% (13.8%)	7.5% (4.9%)
% of Females in Quartile	67.9% (65.5%)	76.0% (80.2%)	86.9% (86.2%)	92.5% (95.1%)

FURTHER ANALYSIS

The above results are those which must be published as per current legislation, the following information can also be drawn from the statistics and helps to put more perspective around the results for Unity Schools Partnership.

	2018	2019	2020	2021
Total Number of Males	240	275	254	339
Total Number of Females	938	1102	1137	1431

The changes in this table represent the growth of the Trust, but it is important to realise the significant difference in the numbers of male and female staff currently employed.

The following table shows the trends in the Pay Gap reporting over the last three years, with an estimate of the position for 2021 (based on 2019/20 data).

	2018	2019	2020	2021
Mean gender pay gap	35.3%	29.5%	28.3%	26.3%
Median gender pay gap	52.5%	45.1%	47.7%	47.7%

The following analysis provides a breakdown of the pay per hour for Executive, Headteachers, Teachers and Support Staff. For the purposes of this analysis, we are only looking at the Mean averages.

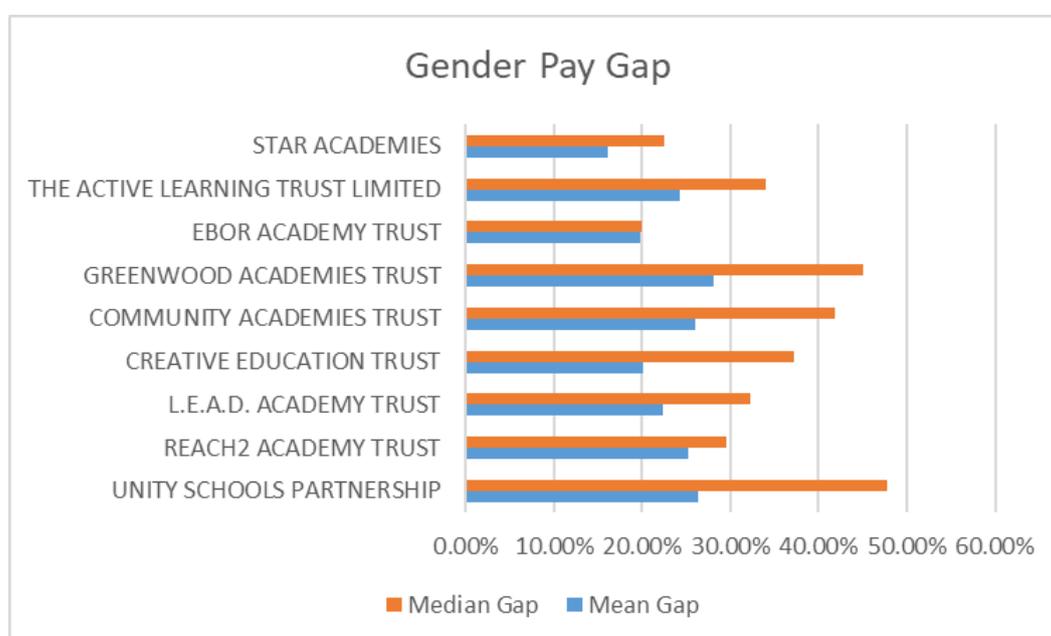
	2018 – Mean Hourly Rate of Pay		2019 – Mean Hourly Rate of Pay		2020 – Mean Hourly Rate of Pay	
	Males	Females	Males	Females	Males	Females
Executive Pay	£50.67	£33.60	£57.27	£40.79	£61.64	£44.25
Headteacher Pay	£40.40	£38.49	£41.01	£40.36	£43.87	£39.08
Teachers’ Pay	£24.37	£21.59	£23.08	£21.16	£23.21	£21.37
Support Staff Pay	£9.60	£8.67	£10.47	£8.20	£12.30	£10.20

Unity Schools Partnership has adopted the national teacher and teacher leadership pay scales. Apprentices and interns are included in the teacher pay bottom quartile. Teachers on the main pay spine can increase their pay by undertaking additional responsibilities for teaching and learning and special educational needs. The Trust has adopted the nationally agreed pay scale for support staff salaries. Many of the support staff in the lower quartiles are term time only contracts, hence this will also impact the results.

BENCHMARKING

The Unity Schools Partnership gender pay gap is not as good as other Trusts of an equivalent size. The gap is larger when compared to larger trusts – this is reflective of the balance of primary schools and the greater number of females working within schools. For reference Greenwood Academies Trust are the most similar to UnitySP in profile make up – they have 24 Primaries, 9 secondaries and 3 special schools.

Name of Organisation / MAT	Employer Size	Mean Gap	Median Gap
UNITY SCHOOLS PARTNERSHIP	1000 to 4999	26.30%	47.70%
REACH2 ACADEMY TRUST	1000 to 4999	25.20%	29.50%
L.E.A.D. ACADEMY TRUST	1000 to 4999	22.40%	32.20%
CREATIVE EDUCATION TRUST	1000 to 4999	20.10%	37.20%
COMMUNITY ACADEMIES TRUST	1000 to 4999	26.00%	41.80%
GREENWOOD ACADEMIES TRUST	1000 to 4999	28.20%	45.10%
EBOR ACADEMY TRUST	1000 to 4999	19.80%	20.00%
THE ACTIVE LEARNING TRUST LIMITED	1000 to 4999	24.30%	34.00%
STAR ACADEMIES	1000 to 4999	16.10%	22.50%
UNITED LEARNING TRUST	5000 TO 19,999	15.60%	18.50%
ACADEMIES ENTERPRISE TRUST	5000 TO 19,999	25.70%	37.70%



CONCLUSIONS

Unity Schools Partnership continues to ensure that all support staff roles are correctly graded using appropriate tools, comparisons, and benchmarking facilities.

As a Trust we seek to promote and recruit staff irrespective of gender and this is evidenced by the number of female staff in Senior Positions within the Trust. Recruitment shortlisting is carried out blind, with all candidates anonymised during the screening process.

For the period of this report the Executive Leadership Team was made up of three females and four males. Within the 25 Schools in the Trust, there are 16 female and 9 male Headteachers. In the 7 Secondary Schools there were four female and three male Headteachers, both of the Special Schools were run by a female and the Primary Schools split was 11 females and 5 male Headteachers.

Actions

The Equality & Diversity Committee meet on a regular basis to discuss relevant matters relating to Gender and women in the workplace (amongst other matters). The following actions have been taken:

- Event promoting International Women’s Day hosted by 5 female leaders within the Trust.
- Personal coaching provided to Head Teachers.
- Message for children in schools – boosting self-esteem / access to women in leadership.
- Embedded “every leader is a leader of SEND”” every leader a leader of Equality”.

Further actions being explored are:

- Women in Leadership Courses – courses were delayed due to Covid19.
- Mentoring and Coaching for women in middle leadership to be delivered by female senior leaders within the Trust.
- Explore what WomenEd can offer.