



The de Ferrers Trust

Gender Pay Gap Reporting

The de Ferrers Trust present their third gender pay gap report covering the reporting period 2019-2020.

Introduction

What information must we publish?

1. The difference between the mean (or average) hourly rate of pay of relevant male employees and that of relevant female employees
2. The difference between the median (or mid-point) hourly rate of pay of relevant male employees and that of relevant female employees
3. The difference between the mean bonus pay paid to relevant male employees and that paid to relevant female employees
4. The difference between the median bonus pay paid to relevant male employees and that paid to relevant female employees
5. The proportions of relevant male and female employees who were paid bonus pay in the relevant 12-month period
6. The proportions of relevant male and female employees in four notional quartile pay bands.

How is the difference in mean hourly rates determined?

The mean (or average) hourly rate is a calculation of the average hourly rates over the group of varying figures.

The difference in mean hourly rates of pay for relevant male and female employees is expressed as a percentage of the mean hourly rate of pay for relevant male employees.

How is the difference in median hourly rates determined?

The median (or mid-point) hourly rate of pay of a group of employees can be calculated by listing all relevant employees in the group in order of their earnings and identifying the hourly rate paid to the individual who appears in the middle of the list.

The difference in median hourly rates of pay for relevant male and female employees is expressed as a percentage of the median hourly rate of pay for relevant male employees.

How are the quartile bands worked out?

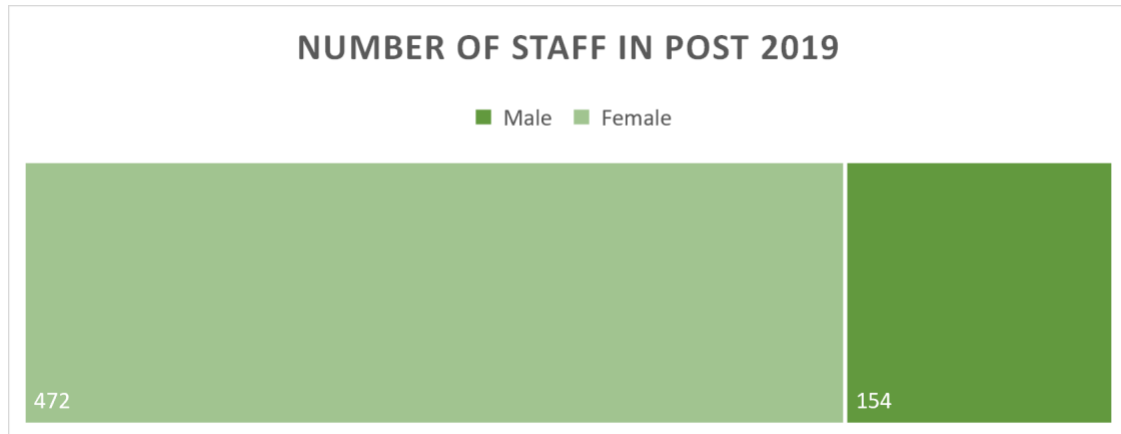
The overall pay range is split into four notional pay bands; each pay band must contain the same number of employees representing a quarter of the workforce.



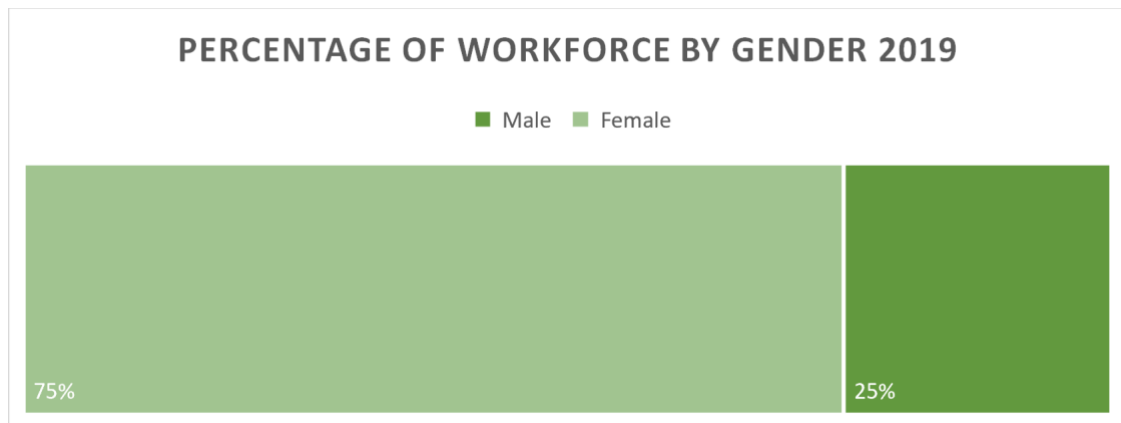
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The Results

We have paid 626 members of staff:



Our gender balance is:



Mean Gender Pay Gap in hourly pay

19.78%

Median Gender Pay Gap in hourly pay

34.19%









The Trust does not pay any bonuses.



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Percentage pay quartiles by gender

2019-20

QUARTILE 1 - LOWER BAND	QUARTILE 2
<p>14.01%  Male</p> <p>85.99%  Female</p>	<p>23.08%  Male</p> <p>76.92%  Female</p>
<p>Quartile 1 - includes all employees whose standard hourly rate places them at or below the lower quartile</p>	<p>Quartile 2 – includes all employees whose standard hourly rate places them about the lower quartile but at or below the median</p>
QUARTILE 3	QUARTILE 4 - HIGHER BAND
<p>26.10%  Male</p> <p>73.89%  Female</p>	<p>35.26%  Male</p> <p>64.74%  Female</p>
<p>Quartile 3 – includes all employees whose standard hourly rate places them above the median but at or below the upper quartile</p>	<p>Quartile 4 – includes all employees whose standard hourly rate places them above the upper quartile</p>

The pay calculations are based on FTE adjusted pay received in the month of March 2019.
The calculations exclude any overtime payments.



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Historic Data

	Metric	Result 2019-20	Result 2018-19	Result 2017-18
1	Mean gender pay gap	19.78%	19.74%	18.37%
2	Median gender pay gap	34.19%	30.71%	21.86%
3	Mean bonus gender pay gap	0.00%	0.00%	0.00%
4	Median bonus gender pay gap	0.00%	0.00%	0.00%
5	Proportion of males & females receiving a bonus payment	0.00%	0.00%	0.00%
6	Proportion of males & females in each pay quartile	See below		

2019-2020

	Q1	Q2	Q3	Q4
Male	14.01%	23.08%	26.11%	35.26%
Female	85.99%	76.92%	73.89%	64.74%

2018-2019

	Q1	Q2	Q3	Q4
Male	11.59%	25.55%	28.99%	36.96%
Female	88.41%	74.45%	71.01%	63.04%

2017-2018

	Q1	Q2	Q3	Q4
Male	15.05%	27.96%	27.96%	32.61%
Female	84.95%	72.04%	72.04%	67.39%

Causes of gender pay gap

Since our last reporting point the Trust has grown, with an additional primary school at the reporting date. This has contributed to a slight increase in our pay gap.

The Trust's pay gap is strongly influenced by the gender make-up of its differing staff communities. Of the 626 staff included in this snapshot, only 154 were male. Teaching as a profession is more heavily weighted towards the female population. However, this weighting is even more prevalent in the support functions (teaching support staff and other ancillary support staff).

It is demonstrable that there is no gap between male and female staff carrying out the same role. The Trust adheres to NJC pay awards for support staff and national teaching pay scales for teaching staff. All roles are benchmarked appropriately. Our



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gender pay gap is the result of the roles in which men and women work within our trust and the salaries that these roles attract.

Causes of the gender pay gap can be complex. Contrary to their achievement in school, female employees tend to work in sectors that offer a narrower scope for financial reward. For those returning from part time work, this group is heavily weighted to females which can affect wages after taking time out for caring responsibilities. In women over 40 years old, they are more likely to work in lower-paid occupations and, compared with younger women, less likely to work as managers, directors or senior officials.

Addressing the gender pay gap

As a trust, we, as many organisations do in this sector, operate structured recruitment methods which drives out bias and keeps hiring and selection methods fair and transparent. These areas can still be developed and some identified areas are detailed in the action plan below.

Reason	Action	By who	By when
Flexible working	Use flexible working to recruit and retain staff	Trust HR	On-going
	Think about how work could be reorganised or shared in a creative way	Trust Leadership	On-going
	Encourage flexibility in roles at all levels of the organisation, particularly leadership	Trust Leadership	On-going
Pay	Ensure that pay is competitive and in line with inflation	Trust HR	Annual review
Recruitment and Retention	All adverts and career site to include a statement to state we are happy to talk flexible working. If the role cannot work flexibly, this should be detailed in the advert	Trust HR	Termly review
	Research and promote "returner" programmes for employees who may wish to return to the profession after a period away		
	Amend job adverts to gender neutral language		
	Maintain regular and effective contact with staff on statutory leave, utilising keeping in touch days as an example	Academy Leadership	
	Balanced and batch shortlisting to avoid bias and enabling fairer comparison	Trust HR	
Career progression & Talent Management	Work with key employee groups to identify barriers to CPD and progression	HRD	Annual review
	Promote and encourage participation for all staff in CPD offering	HRD/Academy Leadership	
	Ensure processes are fair for all staff to access development opportunities	HRD/Academy Leadership	
	Create talent management pathways for all staff	HRD	
	Consider recognition methods for all staff	HRD/TET	