



**The de Ferrers Trust**

# The de Ferrers Trust

## Gender Pay Gap Report 2020

The de Ferrers Trust present their fourth 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.

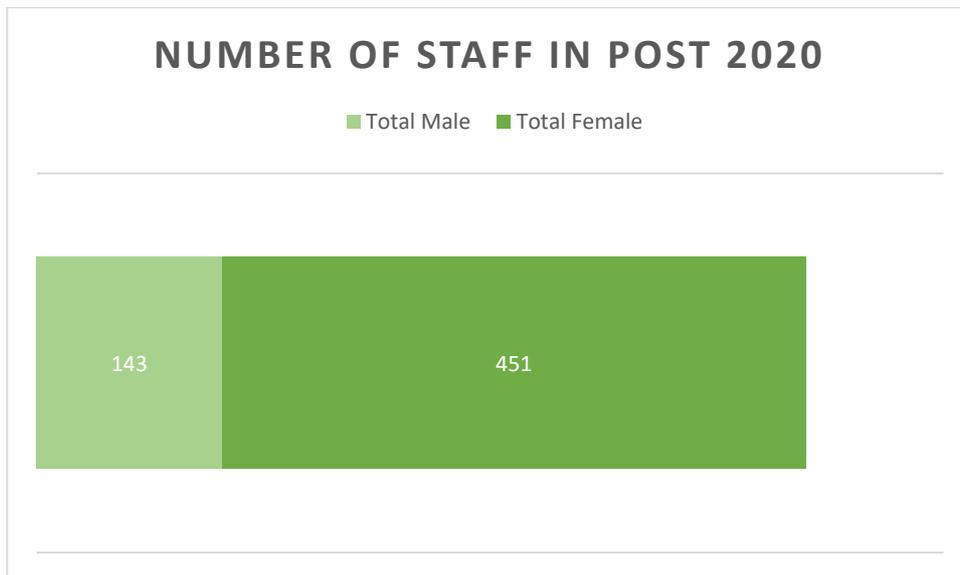
#### **How are the quartile bands worked out?**

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.

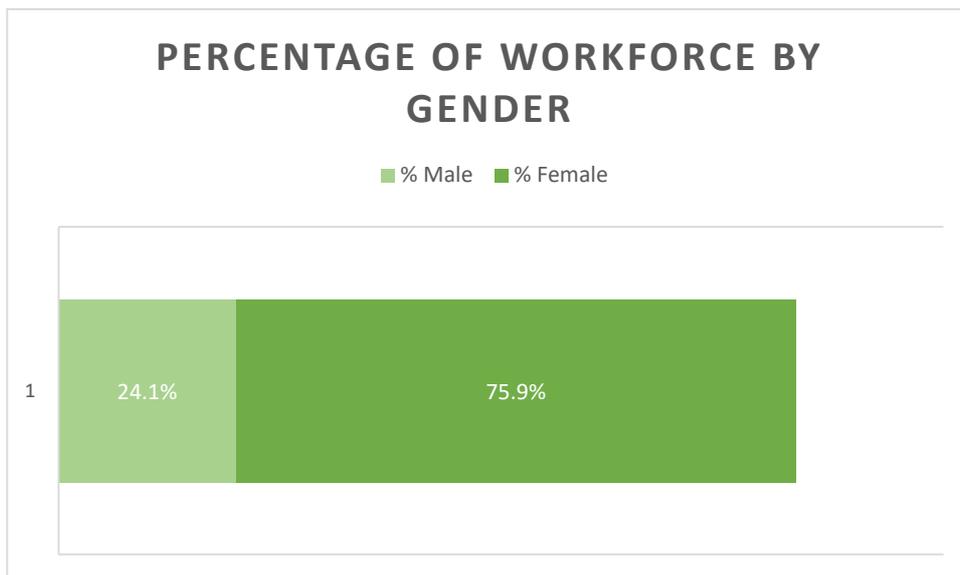


## The Results

At 31 March 2020, we had paid 594 members of staff:



Our gender balance was:



Mean Gender Pay Gap in hourly pay

**18.9%**

Median Gender Pay Gap in hourly pay

**32.9%**

The Trust does not pay any bonuses.

## Percentage pay quartiles by gender

2019-20

<p><b>QUARTILE 1 - LOWER LEVEL</b></p> <hr/> <p><b>85.10%</b>  <i>Female</i></p>	<p><b>QUARTILE 2</b></p> <hr/> <p><b>81.80%</b>  <i>Female</i></p>
<p>Quartile 1 - includes all employees whose standard hourly rate places them within 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>
<p><b>QUARTILE 3</b></p> <hr/> <p><b>69.10%</b>  <i>Female</i></p>	<p><b>QUARTILE 4 - TOP LEVEL</b></p> <hr/> <p><b>67.80%</b>  <i>Female</i></p>
<p>Quartile 3 – includes all employees whose standard hourly rate places them above the median but below the upper quartile</p>	<p>Quartile 4 – includes all employees whose standard hourly rate places them within the upper quartile</p>

*The pay calculations are based on FTE adjusted pay received in the month of March 2020. The calculations exclude any overtime payments.*

## Historic Data

	Metric	2020	2019	2018
1	Mean gender pay gap	18.9%	19.7%	18.4%
2	Median gender pay gap	32.9%	30.7%	21.9%
3	Mean bonus gender pay gap	0.0%	0.0%	0.0%
4	Median bonus gender pay gap	0.0%	0.0%	0.0%
5	Proportion of males & females receiving a bonus payment	0.0%	0.0%	0.0%
6	Proportion of males & females in each pay quartile	See table	See table	See table

	Low			High
<b>2020</b>	<b>Q1</b>	<b>Q2</b>	<b>Q3</b>	<b>Q4</b>
<b>Male</b>	14.9%	18.2%	30.9%	32.2%
<b>Female</b>	85.1%	81.8%	69.1%	67.8%
	100.0%	100.0%	100.0%	100.0%
<b>2019</b>	<b>Q1</b>	<b>Q2</b>	<b>Q3</b>	<b>Q4</b>
<b>Male</b>	11.6%	25.6%	29.0%	37.0%
<b>Female</b>	88.4%	74.5%	71.0%	63.0%
	100.0%	100.0%	100.0%	100.0%
<b>2018</b>	<b>Q1</b>	<b>Q2</b>	<b>Q3</b>	<b>Q4</b>
<b>Male</b>	15.1%	28.0%	28.0%	32.6%
<b>Female</b>	84.9%	72.0%	72.0%	67.4%
	100.0%	100.0%	100.0%	100.0%

## Causes of the gender pay gap

The Trust's pay gap is strongly influenced by the gender make-up of its differing staff communities. Of the 594 staff included in this snapshot, only 143 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).

Support Staff Workforce		Teaching Staff Workforce	
Females	84.2%	Females	81.7%
Full time females	37.6%	Full time females	76.1%
Part time females	46.5%	Part time females	23.9%

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

The absolute percentage of males and females is 24.1% versus 74.9%. However, the lower quartiles (quartiles 1 and 2) remain more heavily dominated by females than this with only 14.9% and 18.2% of males (compared to the absolute percentage of 24.1%). The upper

quartiles (quartiles 3 and 4) are far less heavily dominated by females with 30.9% and 32.2% of males (compared to the absolute percentage of 24.1%).

In particular, the proportion of women in quartile three has decreased over time. From a support staff perspective, this is where the higher-level managers sit within the pay structure. From a teaching perspective, this is where the middle management posts would fall.

It can be evidenced that the females within our support staff structure sit predominantly within quartiles one and two. However, there are far fewer roles for support staff in middle/higher-level management and leadership compared to the number of roles available within the lower quartiles. Females do marginally dominate the roles at the higher grades. It would appear that the majority of support staff females are situated within quartile two which may indicate either a lack of desire or inability to progress to the next stage in their career.

Contrary to this, the teachers' main pay scale begins within quartile three and the upper pay scale begins within quartile four (where there are very few support staff). Therefore, our entire teaching staff, including those with school leadership positions, fall within the top two quartiles and do not enter management positions until half way up quartile four.

From a support staff management perspective, there are fewer of these roles available and they sit much lower down within the salary structure than their teaching counterparts. This explains the higher proportion of females in quartile two. It also explains the higher numbers of proportion of male staff in the upper quartiles: those staff whom are male are more likely to be teaching staff than support staff. Regardless of whether the teachers are in responsibility posts, they are positioned higher within the structure than managerial posts for support staff.

As we have detailed previously, 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. As confirmed by the Office of National Statistics (2020), women over 40 years old, are more likely to work in lower-paid occupations and, compared with younger women, less likely to work as managers, directors or senior officials where I would expect middle management to fall.

In the lower quartiles the mean gender pay gap is at a much more acceptable level than in the upper quartiles however, this overall translates to a lower mean gender pay gap but a higher median gender pay gap than the last reporting period. This is as a result of the fact that more men, as a proportion of all men employed by the Trust, are being paid more highly than all women, as a proportion of all women employed by the Trust.

It would appear that the staffing makeup within the sector enables men to be paid more often in the higher paid roles.

## Addressing the gender pay gap

As a Trust, we, as many organisations do in this sector, operate structured recruitment methods which reduces 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.

In addition, further attention to data relating to diversity through employee lifecycles will commence to identify any specific areas where processes, related guidance or further training is required. This data will allow us to assign focus where required and any necessary changes to practices with training for those involved.

The action plan details some actions to be worked on over the coming months and years with the aim to reduce the gender pay gap as much as possible.

	Action	By who	By when
<b>Flexible working</b>	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	TLT	On-going
	Encourage flexibility in roles at all levels of the organisation, particularly middle management in support staff and leadership	TLT	On-going
<b>Workforce</b>	Analyse 2021 workforce makeup within quartiles of those working part time versus full time against gender	Trust HR/Finance	March 2021
	Analyse March 2021 pay gap data for teaching staff and support staff separately to identify any hidden issues underneath the absolute measures.	Trust HR/Finance	May 2021
	Consider Diversity Champion within the Trust	TET	Sept 2021
<b>Pay</b>	Ensure that pay is competitive and in line with inflation	Trust HR	Annually
<b>Recruitment &amp; Retention</b>	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
	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	ALT	
	Balanced and batch shortlisting to avoid bias and enabling fairer comparison	Trust HR	
	Review structured interview questioning documents to include standardised criteria for answers to reduce the impact of unconscious bias when scoring answers provided by candidates	Trust HR	Dec 2020
	Analyse exit data to establish whether our leavers within quartiles are proportionate to the gender makeup within them.	Trust HR	March 2021
	Analyse recruitment data to monitor the diversity of potential candidates at each stage of processes.	Trust HR	March 2021
<b>Career progression &amp; Talent Management</b>	Work with key employee groups to identify barriers to CPD and progression	Trust HR	Annually
	Promote and encourage participation for <b>all staff</b> in CPD offering	Trust HR/ALT	
	Ensure processes are fair for all staff to access development opportunities	Trust HR/ALT	
	Create talent management pathways for all staff	Trust HR	
	Consider recognition methods for all staff	Trust HR/TET	



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