

Staploe Education Trust

Excellence through partnership



Gender Pay Gap Report 2024

Introduction

Staploe Education Trust, as an employer of 250 or more staff, is required to publish statutory calculations each year on their gender pay gap.

The gender pay gap is the difference between the average pay of men and women in our Trust.

Gender pay gap data is based on employer payroll data from a specific date each year. For Staploe Education Trust that date is 31 March each year.

Employers must publish the gap in pay between men and women on both a median and mean basis.

***Median** is the middle point of a range of numbers arranged in order. If there is an even number in the range, the median is the mean (average) of the two middle numbers.*

***Mean** is the average hourly rate of pay, calculated by adding the hourly pay rate for employees then dividing by the number of employees.*

In addition, the trust is required to report of the percentage of men and women in each hourly pay quarter. To do this the percentage of men and women are placed in equally sized groups, ranked from highest to lowest hourly pay.

Pay Gap Data

Reporting Period: 31 March 2024

Proportion of male and female employees according to quarter pay bands

	Quarter 1 (lower)	Quarter 2 (lower middle)	Quarter 3 (upper middle)	Quarter 4 (upper)
Female (% females to all employees in each quarter)	84.15	96.3	79.01	67.9
Male (% males to all employees in each quarter)	15.85	3.7	20.99	32.1

Proportion in mean and median hourly rates of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference male to female	24.60	43.8

There were no bonus payments paid during the reporting period.

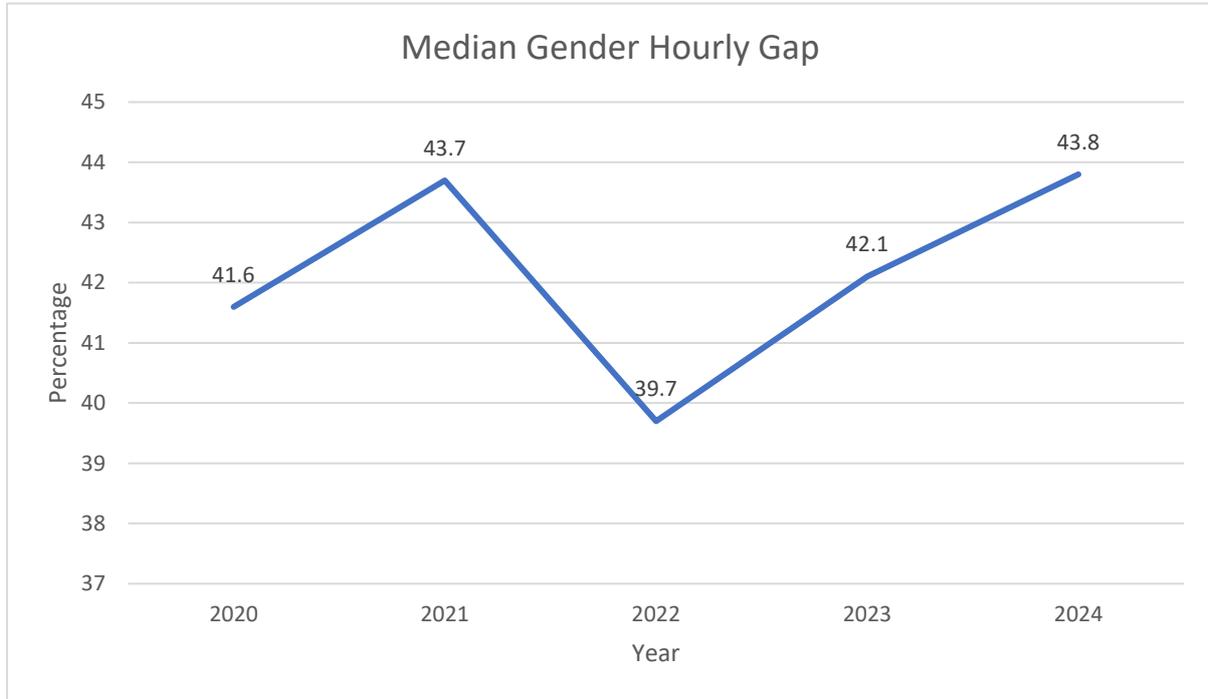
Comparison with previous years

Proportion of male and female employees according to quarter pay bands

%	Proportion of gender in each quartile band							
	2020		2021		2022		2023	
Quartile	F	M	F	M	F	M	F	M
Lower	87	13	84	16	81	19	86	14
Lower Middle	94	6	96	4	92	8	89	11
Upper Middle	84	16	81	19	83	17	80	20
Upper	69	31	66	34	71	29	67	32

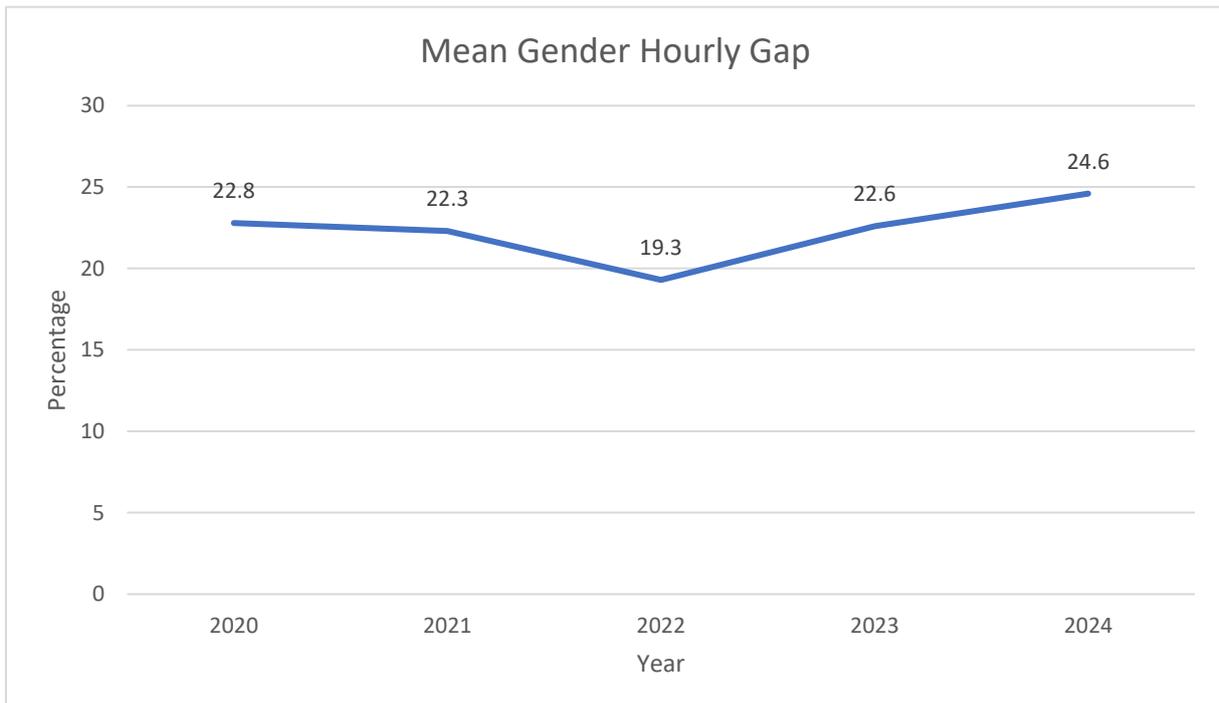
Median Gender Hourly Gap (%)

2020	2021	2022	2023
41.6	43.7	39.7	42.1



Mean Gender Hourly Gap (%)

2020	2021	2022	2023
22.8	22.3	19.3	22.60



Supporting Statement

I confirm that the information published here is accurate.

Signature:

Date:

Position: Executive Headteacher

Supporting Narrative

It is common for educational establishments to have a larger proportion of female staff in their workforce. This trend is reflected at Staploe Education Trust where there are a higher number of female employees in comparison to male employees. On the date of reporting there was a decreased number of female teachers in the trust's employment when compared to the previous year. The number of male teachers increased during the same period making up about 28% of the teaching staff. Of the support staff, 88% are female, compared to 81% in the previous year.

As a trust we have more staff in support roles than in teaching roles, with support staff accounting for nearly 60% of the workforce. These roles are generally paid less than teaching roles. Of those in support roles 88% are female and almost 95% of this group are part time.

There was an increase in the gender pay gap in 2024, with the pay gap at a 5-year high.

Two factors account for the majority of the increased gender pay gap; the higher percentage of female employees in the lower middle pay band and the slight decrease of women in the upper and upper middle pay bands. While the trust employs a lower proportion of male staff in both the teaching and support staff groups they make up 32% of staff in the in the upper pay band, the band male staff are represented in most highly. The pay band that shows the highest percentage of female employees in the lower middle quarter pay band.

Action Plan

The trust is aware of the importance of monitoring and addressing the gender pay gap. In order to do this we already have a number of processes in place to ensure fair recruitment and retention of staff.

- The trust operates a fair recruitment process:
 - Roles are advertised consistently, following a template provided by our HR department. Adverts contain no gender bias.
 - When possible, roles are advertised with the option for job shares or on a part time basis.
 - All roles are evaluated by either our HR advisor or HR team to ensure consistency.
 - The salary for each role is published at the time of advertisement to ensure transparency and open dialogue.
 - Applicants must apply for roles using an application form provided by our HR adviser and these applications are anonymized before shortlisting takes place.
 - Interview questions and skills-based assessments are used consistently and applied at each interview.
 - The questions and tasks aim to give candidates the fairest opportunity to showcase their abilities.
- The trust reviews its flexible working policy regularly, following guidance from our HR adviser.
- The trust has shared leave policies in place.

- We advertise promotion and development opportunities internally when appropriate with the aim of retaining staff of both genders.
- We offer funded CPD and bursaries to staff with the aim of offering development opportunities to our staff.
- Our pay policy is reviewed and published annually. Pay determinations are in line with the Teachers Pay and Conditions document for teaching staff and the National Joint Council for Local Government Services for support staff.

Measures to be put in place with the aim to reduce the gender pay gap are:

- Publish maternity and paternity leave guidance for staff. This maternity guidance will include information about returning to work and signpost to flexible working information.