



Loxford School Trust: Gender Pay Gap Report 2020/21

Snapshot Date: 31st March 2020

Background:

Gender Pay Gap legislation introduced in April 2017, requires all employers of 250 or more employees to publish their gender pay gap as of 31st March 2018.

The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings.

The gender pay gap varies by occupation, age group and even working patterns. For example:

- Whilst both public and private sectors need to take action to eliminate the gender pay gap, the gap tends to be higher in industry sectors such as finance, energy and construction sectors and lower in sectors such as public administration, support services and health and social work;
- Occupations where women are underrepresented typically produce higher pay gaps; these can be significant for senior level occupations such as finance and investment analysts;
- There is a gender pay gap even before the arrival of a first child. Unequal sharing of care responsibilities contributes to a higher proportion of women taking part-time work, which is generally lower paid. Consequently the gender pay gap widens, particularly for those employees over 40 (Source: The Office For National Statistics 2015);

The challenge therefore is to ensure that the gender pay gap among women over 40 is tackled now and ensure that there is no significant cumulative impact on a woman's earning potential during her lifetime as younger cohorts of workers move into their 40s and beyond.

The causes of the gender pay gap are varied and overlapping. Some causes originate outside of the workplace, such as stereotypical representations of men and women and standards in careers advice and guidance for girls.

One of the first and most fundamental changes needed in many cases is greater transparency about gender pay difference.

The Gender Pay Gap and Equal Pay:

The gender pay gap differs from equal pay.

Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.

The gender pay gap shows the differences in the average pay between men and women.

Obligations:

Loxford School Trust like most government departments, the armed forces, local authorities, NHS bodies and many others must follow The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. The obligations apply if employers have 250 or more employees on the snapshot date of 31 March of a given year.

As a relevant employer Loxford School Trust must follow the rules in the regulations to calculate the following information:

- Their mean gender pay gap
- Their median gender pay gap
- Their mean bonus gender pay gap
- Their median bonus gender pay gap
- Their proportion of males receiving a bonus payment
- Their proportion of females receiving a bonus payment
- Their proportion of males and females in each quartile pay band

The information must be published on both Loxford School Trust's website and on a designated government website.

Loxford School Trust then uses this information to help understand any underlying causes for the gender pay gap and take suitable steps to minimise it.

Snapshot date: 31st March 2020

Difference in mean and median hourly rate of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference male to female	21.1%	25.2%

Difference in mean and median bonus pay

	Difference in the mean bonus pay	Difference in the median bonus pay
Pay gap. % difference male to female	0%	0%

Proportion of male and female employees who were paid bonus pay

	Proportion receiving a bonus
Male employees (% paid a bonus compared to all male employees)	0%
Female employees (% paid a bonus compared to all female employees)	0%

Proportion of male and female employees according to quartile pay bands

	Quartile 1. Lower	Quartile 2. Lower middle	Quartile 3. Upper middle	Quartile 4. Upper
Male (% males to all employees in each quartile)	21%	42%	37%	44%
Female (% females to all employees in each quartile)	79%	58%	63%	56%

Underlying Causes of the Gender Pay Gap in Loxford School Trust:

Within the education sector it is common for a high proportion of the workforce to be female. This may be due to appealing working patterns i.e., part time and term time contracts to work around caring responsibilities.

It is also recognised that under TUPE processes the Trust has no control over the staffing complement where Academies join the Trust.

Our workforce at the time of the snapshot was 38.3 male; 61.7% female.

The Trust's median hourly pay gap is higher than the 15.5% recorded by the Office for National Statistics as the UK average (April 2020) but continues to decrease.

Loxford School Trust has historically had a disproportionate number of female Learning Support Assistants, Teaching Assistants and Midday Assistants which may go some way to explaining this disparity. This was the same situation as seen in the 31st March 2018 snapshot.

Over the last two years the Trust has examined its recruitment routes and widened its potential applicant pool which has resulted in an increase to male Learning Support Assistants with our overall proportion of male employees in the lowest quartile increasing from 14% in the 2018 snapshot to 21% in this years.

At the same time the Trust has sought to develop and provide promotion opportunities to those in the lowest quartile which are disproportionately female with the offer of initial teacher training and the move to Cover Supervision.

In addition the Trust has reviewed its Flexible Working arrangements and have seen a further 11% increase in Flexible Working arrangements being agreed when compared to the 2018 snapshot which appears to be another factor in the decrease seen in the gender pay gap.

Loxford School Trust is an equal opportunities employer with accreditation from Investors in People. We work diligently to ensure equal opportunities through our Selection and Recruitment policy and procedures.

All employees continue to be encouraged to grow and earn to their full potential.

We will strive to continually improve our gender pay gap and will publish the results in a yearly basis as requirement of the government initiative into equal pay.

The Trust has successfully been re- assessment for its Investors in People status. We plan to use the data collected to specifically consider further support for Support staff wanting to move into teaching as a means of further reducing the gender pay gap, whilst continuing to recruit males to Learning Support roles.

Mrs Anita Johnson OBE
CEO/ Head teacher
Loxford School Trust

