



MULTI  
ACADEMY  
TRUST

## THE QUEEN KATHERINE SCHOOL MULTI ACADEMY TRUST

### STATUTORY GENDER PAY GAP REPORT 2019

#### INTRODUCTION

1. This report contains the Queen Katherine School Multi Academy Trust's standard disclosure of the gender pay gap for the multi academy trust.
2. All companies with 250 or more employees are now required to publish their gender pay gap under new legislation that came into force in April 2017. Employers have to publish the gap in pay between men and women on both a median basis (pay per hour based on the person 'in the middle' of the distribution of pay) and a mean basis (average hourly salary). In addition, employers are required to disclose the distribution of gender by pay quartile – in other words splitting the workforce into four groups based on their pay, and showing the proportion of men and women in each group. Employers are also required to disclose percentages of staff receiving bonuses by gender and the gender gap on bonuses.
3. The QKSMAT welcomes and supports gender pay gap reporting, albeit not immune to broader collective issues affecting women in the workforce.
4. This report provides both the statutory disclosures required as well as further context around gender pay within the Trust.

#### CONTEXT

5. The gender pay gap is the difference between the hourly rate of pay of male employees and female employees (as set out in the regulations), expressed as a percentage of the hourly pay rate of the male employees. The gender pay gap is reported on both a mean (average) and median (midpoint on distribution) basis.
6. Nationally the gender pay gap is 17.9% (Office of National Statistics 2018). Nationally one of the main reasons for the gender gap is more men are likely to hold senior positions. This is not the case with the Trust which has a higher proportion of women in the upper quartile of pay.
7. Confusing the gender pay gap with equal pay: a lack of awareness amongst the public meant that the data reported for the gender pay gap was often interpreted as evidence of different levels of pay for the same work: something which has been illegal since the 1970 Equal Pay Act. As it is illegal to pay men and women differently for jobs of the same value, the reason for pay gaps, in theory, is unlikely to be direct discrimination of women, yet this is a common narrative used to describe the issue.

#### GENDER AT THE QUEEN KATHERINE SCHOOL MULTI ACADEMY TRUST (SNAPSHOT AT 31/3/18)

8. Overall the Trust has a 72% female and 28% male workforce. The percentage of female members of staff is higher at the lower grades of the organisation, with increasing percentages of men at higher grades. Within the lowest quartile of our pay grades, the Trust has a 78.37% female and 21.65% male mix. As we move to the highest quartile, this mix moves to 60.28% female and 39.73% male.

9. The overall gender pay gap as at 31 March is 43.99% on a median basis, compared to the UK median, which is reported by the Office of National Statistics as 17.9%.
10. The fact that there are more women in teaching and support roles (lower paid quartiles) is the major driver of the overall pay gap. Our analysis shows that almost all the pay differential is driven by this factor, with residual pay differences being minimal. Such structural demographics are recognised by the UK government as being the single most significant factor in the overall gender pay gap.

## **STATUTORY DISCLOSURES**

11. The tables below show the overall median and mean gender pay gap and other data required by statute, based on the hourly rates of pay to those employed on the snapshot day of 31 March 2017.
12. As explained above, the analysis of our gender pay gap data shows that almost the entirety of the pay gap has arisen because we have a relatively higher proportion of women in support roles.

### **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	23.3%	43.99%

### **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	Not applicable	Not applicable

### **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)	Not applicable
Female employees (% paid a bonus compared to all female employees)	Not applicable

### **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)	21.65	12.17	39.19	39.73
Female (% females to all employees in each quartile)	78.37	87.83	60.81	60.28

## **MANAGEMENT RESPONSE**

13. The Trust has considered its data on gender and pay rates, noting that the reasons for pay differentials are almost entirely due to types of occupation. Whilst the pay gap appears to be significant, these figures need to be understood in the context of the employee demographics. Female employees make up 72% of the workforce overall and there is a substantial gender skew in lower salaried jobs which are historically predominantly occupied by females, such as catering staff, cleaners, lunchtime supervisors and teaching assistants alongside having and caring for children which will also influence the statistics. Occupational pay differences therefore significantly impact on this data.
14. The QKSMAT follow the nationally agreed pay scales with both males and females being paid within the same pay banding for the same job profile. Likewise, teaching staff are paid in line with the School Teachers Pay and Conditions document. Support staff are paid using the National Joint Council for Local Government Services bandings.
15. The QKSMAT seeks to maximise opportunities for all employees, regardless of gender, through inclusive flexible working policy and recruitment processes which apply at all organisational levels. It is pleasing that there are no issues around equal pay, as the trust follows nationally agreed pay structures.
16. Whilst understanding that these issues face all companies and the education sector in particular, the trust recognises its responsibilities and will continue to:
  - Monitor the data on an ongoing basis as growth and change evolve within the trust. It is recognised that under TUPE processes the trust has no control over the staffing complement when other schools join the trust
  - Ensure all job roles are advertised eliminating any potential for gender bias



**Stephen Wilkinson**  
**CEO**  
**The Queen Katherine School Multi Academy Trust**