



EMMANUEL
SCHOOLS FOUNDATION



Gender Pay Gap Reporting

RELATING TO THE PAY PERIOD OF 31.03.2019

23 March 2020



STATUTORY GENDER PAY REPORTING
Gender Pay Gap Relating to Snapshot Date 31.03.2019

Approvals

This Report has been approved by:

Name	Signature	Title
Professor Mark Pike		CEO

Background

The Gender Pay Gap statistic does not indicate equal pay – it measures the difference between the *average* pay of *all* women and the *average* pay of *all* men in *all* jobs in the reference group.

At Emmanuel Schools Foundation, our approach is simple; we do not discriminate– we pay people fairly for the job they are employed to do, regardless of gender.

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations, organisations that employ more than 250 people are required to report and publish certain data relating to the pay of men and women in that organisation.

The Regulations set out the methods that employers must use to determine the relevant information and specify that the following information must be calculated and reported on both a Government website and the organisation’s own website.

- the difference in the mean pay of full-pay men and women, expressed as a percentage;
- the difference in the median¹ pay of full-pay men and women, expressed as a percentage;
- the difference in mean bonus of men and women, expressed as a percentage;
- the difference in median bonus pay of men and women, expressed as a percentage;
- the proportion of men and women who received bonus pay; and
- the proportion of full-pay men and women in each of four quartile pay bands.

The Regulations also specify that the information must relate to a particular period in time. For Emmanuel Schools Foundation, this means people employed by the Foundation on 31 March 2019; and the pay data relates to wages/salary paid in the pay period relating to that specific date i.e. salary received in March 2019.

¹ A median is determined by ranking the values by size, and selecting the value in the middle of the list.





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The Regulations stipulate that “bonus pay” should refer to bonuses paid in the **year** ending 31 March 2019.

We have to report this information no later than 30 March annually.

How Emmanuel Schools Foundation Compares

The national median gender pay gap as reported by the Office for National Statistics (using the Annual Survey of Hours and Earnings figures), is 17.3% (for fulltime employees, it is 8.9%)

In Education this rises to 25.4%.

	National (ONS)	ESF
Median Pay Gap (Education)	25.4%	44.42%
Median Pay Gap – (Education - Full-Time)	12.1%	9.22%
Median Pay Gap – (Education- Part Time)	34.4%	28.95%
% Teaching/Management Staff - female		56%
% Support Staff - female		83%

Whilst we have a 44.42 % median gap overall, it can be seen that within quartiles these pay gaps are much lower; underlining the fact that we pay the genders equally in respect of the level at which they are employed.

However, limiting the data to just full-time employees, the median pay gap in ESF is just 9.22%, and nationally (across all sectors) the median full-time pay gap is 8.9%.

This serves to demonstrate that the wider gaps reported both nationally, and locally, are driven by a greater proportion of women being employed in part-time roles, which are typically lower paid.

Amongst Teaching and Management staff, we have a broadly equal split of male (46%) to female (54%) staff – and here the median pay gap is just 7.88%.

However, amongst support where 83% of staff are female and 88% of the roles are part time (and this proportion has increased since last year) the gender pay gap is 48.35%. This is because these lower paid jobs are mostly part-time and mostly undertaken by women.





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The effect of career breaks and part-time working to look after children is likely to have affected female career progression within the organisation, meaning that men hold a greater proportion of the highest-paid roles. In ESF only 15% of the highest paid roles are part-time, compared to 98% of the lowest.

- women are more likely than men to have had breaks from work that have affected their career progression;
- women are more likely to work part time, and in ESF as well as across the UK many of the jobs that are available on a part-time basis are relatively low paid.

	Male	Female	Total
Full Time Headcount	184	182	366
Full Time Mean Pay Gap	7.89%		
Full Time Median Pay Gap	9.22%		
Part-time/TTO Headcount	58	329	387
Part Time/TTO Mean Pay Gap	26.97%		
Part time/TTO Median Pay Gap	28.95%		

In each of the lower three quartiles, the gender pay gap narrows further when you compare similarly paid jobs – the gap is less than 5%.

However, amongst the highest paid jobs the median pay gap is 21%; whilst some posts in the highest paid quartile are part-time the very highest paid are full time and occupied by men.

The average bonus values indicate a higher median, and mean, for men, but this is skewed by a very limited number of bonuses having been paid; and of those that were, only 1 out of the 25 was non-contractual and discretionary.

What we are doing to address the gender pay gap

- We have reviewed our policy on bonus payments, fewer people now receive bonus payments.
- We will continue to work with (for example) maternity returners to identify ways in which female staff can continue to contribute at a senior level;





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- We have appointed more female staff at senior leadership level and recently attracted an all-female field at shortlist for a senior post.
- We will continue to pay men and women fairly for the work they do, regardless of gender.

It should be noted, however, that the impact of any consequential changes will not be evident until at least our reporting in 2021 and 2022

Our Data

SNAPSHOT DATE 31.03.2019			
	MALE	FEMALE	TOTAL
Relevant Employees	242	511	753
Proportion	32.14%	67.86%	
GAP Mean Hourly Rate	29.07%		
GAP Median Hourly Rate	44.42%		
GAP Mean Bonus	81.89%		
GAP Median Bonus	63.97%		
Proportion staff receiving a bonus	1.65%	4.11%	3.30%
Proportion in Upper Quartile	53.44%	46.56%	
Proportion in Upper Mid Quartile	38.30%	61.70%	
Proportion in Lower Mid Quartile	26.60%	73.40%	
Proportion in Lower Quartile	10.64%	89.36%	





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Snapshot Date 31.03.2018				Snapshot date 31.03.2017			
	Male	Female	Total		Male	Female	Total
Relevant Employees	237	496	733	Relevant Employees	237	484	721
Proportion	32%	68%		Proportion	33%	67%	
GAP Mean Hourly Rate	28.61%			GAP Mean Hourly Rate	26.83%		
GAP Median Hourly Rate	43.46%			GAP Median Hourly Rate	36.97%		
GAP Mean Bonus	41.73%			GAP Mean Bonus	75.60%		
GAP Median Bonus	43.60%			GAP Median Bonus	52.56%		
Proportion of staff receiving a bonus	1.27%	4.03%	3.14	Proportion of staff receiving a bonus	2.24%	6.16%	4.90%
Proportion in Upper Quartile	53%	47%		Proportion in Upper Quartile	53%	47%	
Proportion in Upper Mid Quartile	39%	61%		Proportion in Upper Mid Quartile	36%	64%	
Proportion in Lower Mid Quartile	25%	75%		Proportion in Lower Mid Quartile	27%	73%	
Proportion in Lower Quartile	13%	87%		Proportion in Lower Quartile	15%	85%	

