



EMMANUEL  
SCHOOLS FOUNDATION



# Gender Pay Gap Reporting

*RELATING TO THE PAY PERIOD OF 31.03.2021*

30 March 2022



STATUTORY GENDER PAY REPORTING  
Gender Pay Gap Relating to Snapshot Date 31.03.2021

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## Approvals

This Report has been approved by:

Name	Signature	Title
Professor Mark Pike		CEO

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## 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 median<sup>1</sup> 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 2021; and the pay data relates to wages/salary paid in the pay period relating to that specific date i.e., salary received in March 2021

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<sup>1</sup> 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 2021.

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

Since the previous reporting period

Our Headline Pay Gap statistic shows that the overall pay gap has narrowed in Emmanuel Schools owing to the appointment of more female staff at senior leadership level (academic Year 2020-2021).

	<b>Snapshot Date 31.03.2020 (last year)</b>	<b>Snapshot Date 31.03.2021 (this year)</b>
Median Pay Gap	41.29%	32.49%
Mean Pay Gap	29.23	25.39%

How Emmanuel Schools Foundation Compares

The national median gender pay gap as reported by the Office for National Statistics<sup>2</sup> (using the Annual Survey of Hours and Earnings figures), is 15.4% (for full-time employees, it is 7.9%)

In Education this rises to 25.4%.

	<b>National (ONS)</b>	<b>ESF</b>
Median Pay Gap (Education)	25.4%	32.49%
Median Pay Gap – (Education - Full-Time)	13.0%	8.47%
Median Pay Gap – (Education- Part Time)	33.9%	51.01%
% Teaching/Management Staff - female		53.07%
% Support Staff - female		80.8%

<sup>2</sup> [Gender pay gap in the UK - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)





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Whilst we have a 32.49% median gap overall, it can be seen that within quartiles these pay gaps are much lower (less than 11.5%); 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 8.47%, and nationally in Education the median full-time pay gap is 13.0%; but the pay gap amongst TTO and PT staff is significantly higher.

	Male	Female	Total
<b>Full Time Headcount</b>	235	268	503
<b>Full Time Mean Pay Gap</b>	9.73%		
<b>Full Time Median Pay Gap</b>	8.47%		
<b>Part Time/TTO Head Count</b>	66	417	481
<b>Part Time/TTO Mean Pay Gap</b>	13.32%		
<b>Part Time/TTO Median Pay Gap</b>	51.01%		

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

Amongst Teaching and Management staff, we have a split of male (39%) to female (61%) and here the median pay gap is 8.17%.

	Male	Female	Total
<b>Teaching/Management Heads</b>	221	346	567
<b>Teach. &amp; Mgment Mean Pay Gap</b>	12.98%		
<b>Teach. &amp; Mgment Median Pay Gap</b>	8.17%		
<b>Support Headcount</b>	80	337	417
<b>Support Mean Pay Gap</b>	13.27%		
<b>Support Median Pay Gap</b>	12.52%		





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However, with support where 81% of staff are female and 87% of the roles are part time, the gender pay gap is 12.52%. This is because these lower paid jobs are mostly undertaken by women, with few men in this population. In the lowest quartile, 231 of the 246 posts are part-time; and 213 (92%) of these part-time posts are held by women.

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 12.6% of the highest paid roles are part-time, compared to 94% 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.

However, the gender pay gap narrows further when you compare similarly paid jobs – in each of the 4 quartiles the pay is less than 11.5%.

Only 14 bonuses were paid in the relevant reporting period, twelve of which were contractual.

**What we are doing to address the gender pay gap**

- Fewer people will now receive non-contractual bonus payments (this will not be evidenced until snapshot date 2023)
- 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.
- We will continue to pay men and women fairly for the work they do, regardless of gender.





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**Our Data**

SNAPSHOT DATE 31.03.2021			
	MALE	FEMALE	TOTAL
Relevant Employees	302	682	984
Proportion	30.69%	69.31%	
GAP Mean Hourly Rate	25.39%		
GAP Median Hourly Rate	32.49%		
GAP Mean Bonus	54.83%		
GAP Median Bonus	0%		
Proportion of staff Receiving a Bonus	1.55%	1.19%	1.30%
Proportion in Upper Quartile	50.00%	50.00%	
Proportion in Upper Mid Quartile	34.15%	65.85%	
Proportion in Lower Mid Quartile	26.83%	73.17%	
Proportion in Lower Quartile	11.38%	88.62%	

SNAPSHOT DATE 31.03.2020			
	MALE	FEMALE	TOTAL
Relevant Employees	298	653	951
Proportion	31.34%	68.66%	
GAP Mean Hourly Rate	29.23%		
GAP Median Hourly Rate	41.29%		
GAP Mean Bonus	89.71%		
GAP Median Bonus	89.71%		
Proportion staff receiving a bonus	0.34%	0.15%	0.21%
Proportion in Upper Quartile	50.63%	49.37%	
Proportion in Upper Mid Quartile	35.29%	64.71%	
Proportion in Lower Mid Quartile	32.77%	67.23%	
Proportion in Lower Quartile	7.14%	92.86%	





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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%	

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%	

