Gender Pay Data - Summary

Author:

Ian Payne | HR Director

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1. Summary

This report provides a summary of the gender pay reporting requirements, as well as a considered analysis and explanation of the CLF data and findings.

2. Background

With effect from April 2017, under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 as an employer with over 250 employees, the Cabot Learning Federation (CLF) are required to publish statutory gender pay gap calculations every year.

The following gender pay gap information is required:

- Gender pay gap (mean and median averages).
- Gender bonus gap (mean and median averages).
- Proportion of men and women receiving bonuses.
- Proportion of men and women in each quartile of the organisation's pay structure.

Salary data is based on a snapshot of the 31 March and this data must be published on both the CLF's website and the government website by the 30 March the following year. This data snapshot was taken on the 31 March 2017 and must be published by the 30 March 2018.

This data will be presented to the CLF Executive Team and Board of Directors annually to ensure that any concerns are impact assessed and that appropriate steps are in place to address these, if necessary.

3. Gender Pay Data

a.   Gender pay quartiles

Gov Calculation	Male	Female	Paygap
Total Hourly Rate	6,720.640	13,538.192	
Total Head Count	354	945	
Standard Hourly Rate (Mean)	18.98	14.33	24.5%
Standard Hourly Rate (Median)	17.77	11.64	34.5%

b.   Gender pay quartiles

Paybands	Male	Female
Upper quartile	40.43	59.57
Upper middle quartile	32.31	67.69
Lower middle quartile	23.15	76.85
Lower quartile	13.23	86.77
Total % of workforce	**27%**	**73%**

3.3   Bonus

Bonus	Male	Female	Paygap
Total Bonus Rate	3,000	-	
Total Head Count	1	-	
Standard Bonus Rate (Mean)	3,000	-	100%
Standard Bonus Rate (Median)	3,000	-	100%

4.   Gender Pay Data Commentary

a.   Overview

On the 31 March 2017, there were 1298 qualifying employees for the snapshot. These are employees that received their ordinary basic pay for that month. Of these, 354 were men and 944 were women, meaning that women represent 73% of the CLF workforce.

The nature of the sector in which we work means that there are a significant number of part time and term time positions available. These flexible working arrangements can often be accommodated in professional services roles, including administration and operational work. Generally parents, who wish to be employed, but also retain a work life balance that enables them to care for their children, have often sought these types of posts. Which has historically been a higher proportion of women. Therefore, this must be considered when reviewing this data.

The CLF have agreed pay scales and bandings for jobs across the Federation. For Teaching and Leadership positions, these pay scales are in accordance with agreed national recommendations, which are subject to union consultation and annual review.

The CLF are creating a job evaluation system for all professional support services roles across the Federation. It is anticipated that this will be implemented within the next academic year. This will further provide reassurance that each role is objectively evaluated on the knowledge, skills and experience required.

b.   Gender pay gap

The gender pay gap shows the difference between the average (mean or median) earnings of men and women. This is expressed as a percentage of men's earnings. Using the calculation determined by the regulations, based on the standard hourly rate the mean CLF pay gap on the 31 March 2017 was 24.5 % lower for women, whilst the median pay gap was 34.5% for women.

The calculation the regulations require you to use, calculate the hourly rate for staff by taking the annual salary and dividing this by 52.18 weeks per year. This is different to how the CLF pay their staff as we use the standard payroll calculations, which assumes that there are 52.143 weeks per year for salary purposes.

In addition to this, the CLF employed 563 of term time only staff on the 31 March 2017. Term time only staff accrue salary for the actual weeks worked during the term time (39 weeks), but are then paid 12 equal monthly salary instalments throughout the year. When considering term time only employees 'ordinary' salary received and calculating the hourly rate as determined by the regulations, for the month ending 31 March 2017, this does not provide their actual hourly rate for the hours they worked within that month.

Subsequently, the CLF have carried out a separate calculation which addresses each of the points detailed above, and have determined that based on the actual hourly rate of colleagues, the *mean* CLF pay gap on the 31 March 2017 was 21.9 % lower for women, whilst the *median* pay gap was 27.4 % for women. This represents a significantly smaller gender pay gap.

c.   Gender pay quartile

As detailed previously, 73% of the CLF workforce are women, and 27% men. Therefore this becomes our benchmark when considering the pay quartiles.

The snapshot data demonstrates that the lower and lower middle quartiles slightly exceed the overall workforce benchmark data of 73% for women. Whereas the upper quartile and upper middle quartile snapshot data is slightly under the overall workforce benchmark data of 73% for women.

This demonstrates that the CLF should consider initiatives to attract more men to jobs that are representative in the lower middle and lower quartiles, and initiatives to attract more women to jobs within the upper quartile and upper middle quartiles.

It should be noted that the CLF are positive that due to some significant appointments of women into the CLF Executive Team since the snapshot date of the 31 March 2017, when this data is run next year, the quartile data should be closer to the overall workforce benchmark data of 73% women and 27% men.

d.   Bonus

The data published details a bonus pay gap of 100% lower for women. This is because on the snapshot date there was only one male employee within the Federation who received a bonus. This employee contractually is entitled to receive the bonus because they are set specific targets to achieve due to sales nature of their role and the commercial income that they generate. This bonus is a legacy arrangement inherited when the specific Academy joined the Federation.

It is worth noting that this employee has resigned their employment and it is not intended that any further appointments are made within the Federation that provide a contractual entitlement to a bonus.

5.   Feedback

For any questions or comments on this report, please contact Ian Payne (HR Director) at Ian.Payne@clf.cabot.ac.uk.