

GENDER PAY GAP REPORT FOR RIVER LEARNING TRUST

SNAP SHOT DATE: 31st March 2018

Publication Date: 29th March 2019

Background

River Learning Trust is an employer of more than 14,00 staff, and therefore based on the recent legislation the Trust is required to publish details annually of the gender pay gap within the organisation.

The information that follows uses data taken on 31 March 2018, as required of Public Sector organisations within the legislation, and therefore only schools within the Trust at this time are included. These figures are based on 1446 Trust staff employed on this date and in receipt of their full pay (i.e. not on maternity leave, long term sick leave or other leave which would impact on pay), of these 1446 staff 348 were men and 1098 were women.

The legislation states that specific key metrics should be highlighted, these are:

1. the difference in the mean pay of full-pay men and women, expressed as a percentage;
2. the difference in the median pay of full-pay men and women, expressed as a percentage;
3. the difference in mean bonus pay of men and women, expressed as a percentage;
4. the difference in median bonus pay of men and women, expressed as a percentage;
5. the proportion of men and women who received bonus pay; and
6. the proportion of full-pay men and women in each of four quartiles pay bands.

River Learning Trust do not have any bonus schemes in place, therefore the report will only show data on key metrics 1,2 and 6. The figures are calculated using the mechanisms as set out in the gender pay gap reporting legislation.

Terminology and data significance

The term mean means the average (all numbers added together and divided by the number of data points).

The term median is simply the mid-point within a data set. So, 50% of the data points are above and 50% are below this point.

Depending on the range of values within a data set, the average can be similar to or less or more than the median point.

Definition of Gender Pay Gap = the gender pay gap is defined as the relative difference in the average gross hourly earnings of women and men.

It is important to note this is not a comparison of males and females in the same roles, but a comparison of males and females across all roles within the Trust.

Therefore, the issues raised here are not to be confused with our obligation to pay equally for equal work (i.e. equal pay legislation).

Definition of a working week

Support Staff

The full-time week for a support member of staff is 37 hours net, or $37 \times 52 = 1924$ paid hours per annum including holiday entitlement.

Teaching Staff

A working week for teachers is not defined. There are three relevant calculations for teacher hours per annum, choice of calculation impacts greatly on the gender pay gap results. All three versions are presented in this report but version 3 is used for year on year comparisons at River Learning Trust (RLT):

1. *School Teachers Pay and Conditions Document (STPCD) calculates hourly pay as full time pay divided by 1265 hours (teaching directed time) per annum.*
2. *STPCD is silent on paid holiday entitlement which therefore defaults to 28 days per annum. As the 1265 hours are worked over 195 days, the typical working week is 32.5 hours of directed time per term time week. Therefore 1265 hours plus holiday of 28 days per annum is $32.5/5$ multiplied by 28 plus 1265 = 1447 paid hours per annum*
3. **As teachers are retained 52 weeks per year, 52 weeks of 32.5 is a legitimate calculation River Learning Trust used this calculation when publishing its data for the snapshot date of 31st March 2017 and reports its data to Government on the basis of this calculation for the purposes of maintaining consistency and enabling comparison from year to year. This data is highlighted in yellow highlighted boxes below, the other data is for information purposes only and to enable Trusts and Schools using either method 1 or 2 above to make meaningful comparisons.**

The true estimate of actual working time per typical week for a teacher will be a midpoint between method 2 and method 3.

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Gender Pay Gap Data for 31st March 2018

Average (mean) pay: Using teacher hourly pay method 1 (1265 directed hours per annum)

SUMMARY	Hour Total	Employee Numbers	Mean Hourly Rate
Female	£17,819.39	1098	£16.23
Male	£6,937.13	348	£19.93
Total		1446	
MEAN GAP	£3.71	% Gender Pay Gap	18.59%

Average (mean) pay: Using teacher hourly pay method 2 (1447 directed plus paid holiday hours per annum)

SUMMARY	Hour Tot	Employee Number	Mean Hourly
Female	£16,507.22	1098	£15.03
Male	£6,281.81	348	£18.05
		1446	
MEAN GAP	£3.02	% Gender Pay Gap	16.72%

Published to Government Average (mean) pay: Using teacher hourly pay method 3 (52 weeks of 32.5 hours = 1690 paid hours per annum)

SUMMARY	Hourly Pay Total	Employee numbers	Mean Hourly of Pay
Female	£15,191.31	1098	£13.84
Male	£5,293.85	348	£15.21
Total		1446	
MEAN GAP	£1.38	% Gender Pay Gap	9.05%

Median (mid-point) pay: Using teacher hourly pay method 1 (1265 directed hours per annum)

£18.12	median male hourly rate
£10.47	median female hourly rate
£7.65	Gap
42.22%	Gender Pay Gap Median

Median (mid-point) pay: Using teacher hourly pay method 2 (1447 directed plus paid holiday hours per annum)

£15.84	median male hourly rate
£10.47	median female hourly rate
£5.38	Gap
33.93%	Gender Pay Gap Median

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Median (mid-point) pay: Using teacher hourly pay method 3 (52 weeks of 32.5 hours = 1690 paid hours per annum)

13.56036	median male hourly rate
10.46674	median female hourly rate
3.093619	Gap
22.81%	Gender Pay Gap Median

Quartile Pay Distribution: Using teacher hourly pay method 1 (1265 directed hours per annum)

	Male	Female	Total	Female	Male	Total
Upper Quartile	121	241	362	66.57%	33.43%	100.00%
Upper Middle Quartile	81	281	362	77.62%	22.38%	100.00%
Lower Middle Quartile	97	264	361	73.13%	26.87%	100.00%
Lower Quartile	49	312	361	86.43%	13.57%	100.00%

Quartile Pay Distribution: Using teacher hourly pay method 2 (1447 directed plus paid holiday hours per annum)

	Male	Female	Total	Female	Male	Total
Upper Quartile	120	242	362	66.85%	33.15%	100.00%
Upper Middle Quartile	82	280	362	77.35%	22.65%	100.00%
Lower Middle Quartile	97	264	361	73.13%	26.87%	100.00%
Lower Quartile	49	312	361	86.43%	13.57%	100.00%

Quartile Pay Distribution: Using teacher hourly pay method 3 (52 weeks of 32.5 hours = 1690 paid hours per annum)

	Male	Female	Total	Female	Male	Total
Upper Quartile	116	246	362	67.96%	32.04%	100.00%
Upper Middle Quartile	86	276	362	76.24%	23.76%	100.00%
Lower Middle Quartile	97	264	361	73.13%	26.87%	100.00%
Lower Quartile	49	312	361	86.43%	13.57%	100.00%

Narrative

River Learning Trust is committed to ensuring equal pay for work of equal value and is working in partnership with Trades Unions to review the current job evaluation approach and pay and grading structure for support staff across the Trust and to develop frameworks for teaching roles to further enable consistency and fairness in pay for teaching staff who take on leadership roles and other additional to those of classroom teacher.

Under method 3 for teachers, the gender pay gap for the Trust is relatively small compared to the UK average (as reported for 31 March 2017) and has improved compared with its own Gender Pay Gap reported for 31st March 2017. The change in RLT since 31st March 2017 is primarily due to the number of schools joining the Trust over the period 1.4.2017 – 31.3.2018 and the increased size of the data set rather than any specific change in pay policy since 31.3.2017.

	RLT 31 March 2017	RLT 31 st March 2018	UK (all) 31 st March 2017	Education Sector 31 st March 2017
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			(ONS)	(ONS)
Average (mean) % pay gap	22.85%	9.05%	17.2%	18.2%
Median (mid-point) % pay gap	38.95%	22.81%	18.4%	26.5%

The Trust has appointed one of the Support and Challenge Partners to work on a project to support the development of Teaching staff across the Trust. An important aspect of this would be to ensure that these opportunities are available to and taken up by female staff, to encourage greater development of our female teachers.

In terms of setting salaries, each school within the Trust has the autonomy to recruit and offer roles at the rate they determine as appropriate, subject to paying at one of the agreed national pay spine points for teaching or support staff and in line with the Trust's Pay Policies. The Trust will therefore continue to monitor salary levels to ensure consistent principles are applied, and that all schools follow the Trust pay policies and nationally negotiated guidelines.

Gender pay distribution by pay band (quartiles) provides the greatest insight into the source of the gender pay gap in an organisation such as RLT that already ensure equal pay for work of equal value through the process of factor-based job evaluation. This highlights that more female staff occupy lower paid roles that you would expect based on the proportion of females in the workforce overall which reflects the structure of the wider UK economy and the under-representation of females in higher paid roles.

The challenge for the Trust remains one of ensuring women are encouraged to apply for and have opportunities to build the skill and experience set for, more senior roles in the Trust. Our overall distribution is good arising from a dominance of female staff in teaching, particularly in primary education.

	RLT 31 March 2017	RLT 31 st March 2018	Hypothetical Comparator (based on ratio female to male staff RLT)
Upper Quartile % female	63.54%	67.96%	76%
Upper Middle Quartile % female	62.98%	76.24%	76%
Lower Middle Quartile % female	79.01%	73.13%	76%
Lower Quartile % female	85.56%	86.43%	76%

Debbie Reynolds, RLT, Interim HR Director

29th March 2019