

GENDER PAY GAP REPORT

March 2023



At EKC Schools Trust, we are committed to fostering a culture that values equality, diversity, inclusion and belonging. We believe that fostering inclusive leadership and a diverse workforce where everyone feels valued is essential to our success in meeting the needs of our communities. As part of this commitment, this report outlines our Gender Pay Gap and the steps we are taking (alongside our Equality Objectives) to further our commitment.

Thank you for taking the time to read this, our first Gender Pay Gap Report. We hope it conveys how much our people mean to us and their critical importance to our collective mission and core purpose.

What is the Gender Pay Gap?

Gender pay reporting legislation was introduced in 2017 and requires all employers with 250 or more employees to publish statutory calculations every year to show the size of the pay gap between male and female employees.

How is the Gender Pay Gap calculated?

The Gender Pay Gap is a metric that measures the difference in average hourly pay across all men and women within an organisation. Six calculations are required, with data drawn from the salaries paid to staff who are 'in scope' as of the week, including 31 March each year.

The Gender Pay Gap Report presents mean and median data:

- The mean is the arithmetic average of a set of numbers. So, in this case, the mean calculation considers basic average hourly pay across all of an organisation's staff members.
- The median is the number in the middle of a set of ordered numbers. In this report, the median calculation helps an organisation focus on those staff members in the middle of the pay ranges, thereby reducing the impact of the highest and lowest-paid staff. Therefore, it gives a more representative Gender Pay Gap figure which is much more aligned to the majority of the staff population.

The difference between gender pay and equal pay:

A Gender Pay Gap is the difference between average male and average female pay across our organisation, regardless of the nature of work. This means that our gender profile (the number of men or women in specific areas) across the organisation will be a significant driver of any gap. Equal Pay, on the other hand, concerns people doing the same or similar jobs, for which legally, there should be no substantive difference in remuneration for a male and a female doing the same or similar work (or work of equal value) for the same employer. The Trust

does not have an equal pay issue. Teaching roles are directed by the National School Teachers Pay Terms and Conditions Document and Teachers' Standards, and Support staff roles are robustly assessed against our job family framework.

Our Gender Pay Gap

Our Gender Pay Gap analysis is based on a sample size of 302 employees, with a significant skew towards female employees (279/92%) compared to male employees (23/8%).

Indeed an interesting aspect of our analysis is the higher concentration of women in the upper and upper-middle quartiles, signifying strong female representation in leadership and higher pay brackets.

That said, we do, of course, recognise that the Gender Pay Gap reflects a nationwide challenge; indeed, our own data, whilst impacted by sample size bias*, shows a difference in average hourly pay between men and women, a gap we are committed to closing over time.

Mean Hourly Rate of Pay

- Overall 20.5%
- Teachers 18.5% (9 Men / 86 Women)
- Support Staff 7.9% (14 Men / 193 Women)
- Mean hourly (M) £18.37
- Mean hourly (W) £14.61

Median Hourly Rate of Pay

- Overall 21.1%
- Median hourly (M) £13.21
- Median hourly (W) £10.42

* Standard deviation of 10.82 for men, 7.08 for women

Overall proportion of males and females in each pay quartile:

	Men	Women
Upper	10.7%	89.3%
Upper Middle	7.9%	92.1%
Lower Middle	6.7%	93.3%
Lower	5.3%	94.7%

Our Gender Pay Gap in Action

Through our People Strategy, people policies and commitment to an inclusive culture and delivering for the communities we serve, we will continue to:

- Foster inclusive leadership at all levels across the Trust to enable diversity of thought and experience to advance our inclusive culture.
- Encourage a representative staffing profile. Whilst leadership typically represents Kent's profile (2021 census data), we will seek to continue to encourage positive male role models in our teaching and support roles in Primary.
- Forecast future needs (Workforce Planning) to ensure our schools and workforce can meet the long-term needs of our communities.

- Develop our talent pipeline, strengthening our ability to 'grow our own' and identify and develop talent at all levels of our organisation, ensuring a sustained pipeline.
- Ensure staff at all levels have access to targeted development opportunities to support the needs of our communities and personal career aspirations.
- Keep abreast of leading and forward-thinking education and workforce trends, and positive approaches to flexible working in education.
- Develop a data and information-led approach to our people practices and review the impact and success of our Equality Objectives and Gender Pay Gap interventions.