



GENDER PAY GAP REPORT 2020/21

Coppice Primary Partnership in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, is required to publish information to demonstrate how large the pay gap is between our male and female employees.

Trust adopted the approach to calculate the number of employees based on the number of contracts where they are for different roles e.g. some staff have up to three separate contracts for different positions, which are paid at different hourly rates depending on the grade. This predominantly relates to non-teaching staff.

The information provided must provide a 'snapshot' of the work force as at 31st March 2020, at which date, the Trust had a total of 320 'employees' of which 297 (92.8%) were female and 23 (7.2%) were male.

The overall gender pay gap is defined as the difference between earnings of men and women expressed relative to men's earnings. The pay gap can be based either on the mean (average) or median (actual mid-point) hourly rate of pay.

1. Hourly Summary for Mean and Median Gender Pay Gap

| | Trust | Teaching | Non-Teaching |
|--------|-------|----------|--------------|
| Mean | 29.3% | 6.8% | 14.2% |
| Median | 52.5% | - 4.7% | 4.2% |

2. Reporting of gender pay gap in respect of bonus payments.

Not applicable as no employees received a bonus payment.

3. The proportion of males and females in each quartile pay band

| LOWER QUARTILE | LOWER MIDDLE QUARTILE | UPPER MIDDLE QUARTILE | UPPER QUARTILE |
|---------------------------|---------------------------|----------------------------|----------------------------|
| 2.5% male 97.5% female | 3.8% male 96.2% female | 10.0% male 90.0% female | 12.5% male 87.5% female |

Supporting Statement

Coppice Primary Partnership recognises that the promotion of equality of opportunity in the workplace is an essential aspect of managing a successful organisation that attracts high quality staff, which is in line with our core 'people' values:

- 'To provide care and support for the wellbeing of staff resulting in high levels of engagement', and
- To provide professional development opportunities that strengthens the impact of leaders and inspires and motivates all staff to excel.

The Trust proactively supports the fair treatment of all staff irrespective of gender or any other protected characteristic through our recruitment process, pay and reward policy and approach to professional development through the leadership pathways.

It should be noted that gender pay gap is not the same as the provision of equal pay for work of equal value. Male and female employees are paid the same for like work:

- Teaching staff are employed on School Teacher's Pay and Conditions, which is reviewed annually nationally and this document together with the Trust's pay and reward policy ensures that teachers pay is based on their experience and performance, and not because of their gender.
- Support staff are employed on the Kent Range terms and conditions and all positions are evaluated using the adopted guidelines and benchmarked against similar roles. Staff receive an annual pay award based on the outcome of their appraisal, the percentage increases applied are those adopted by the local authority as agreed during the TUPE process when converting to an academy. The appraisal process is based on performance agreed previously agreed targets which allows for progression irrespective of gender.

Summary

The gender pay gap is a high level indicator of male and female earnings, which is affected by workforce distribution and workforce make-up.

The majority of employees in the Trust are female (92.8%), which is in line with many other primary schools whether an academy or maintained schools. However, the ratio is different at both:

- Senior leadership level (teaching staff paid on the leadership scale and support staff paid at Kent Range 10 or above) where 61.5% of staff are female, and
- That 47.8% of males are teaching staff compared to 25.6% of female staff.

A significant number of employees (104 / 32.5%) are contracted to work across the extended services (breakfast club, after school club and holiday play scheme), which are not only paid the minimum wage (£9.00 ph) but who are almost all women (101 / 97.1%).

It is the view of the Trust that our gender pay gap reflects the workforce composition rather than highlighting any pay inequalities between male and female staff doing work of equal value.

Coppice Primary Partnership supports all of its employees through a number of family friendly HR policies and flexible approach to recruitment as can be seen through the number of part-time or job-share roles for both teaching and non-teaching positions.

I confirm that the report has been prepared from our March 2020 pay data, and represents the gender pay information for Coppice Primary Partnership.



ACCOUNTING OFFICER

9th March 2021