



GENDER PAY GAP REPORT 2022

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.

The Trust has opted to calculate the number of employees based on the number of employment contracts where they are for different roles. This is to reflect the situation that a number of support staff have up to three or four separate contracts for different jobs e.g. Teaching Assistant and Extended Services or a mix of extended services e.g. breakfast club, midday meals supervisor and after school club.

The information provides a 'snapshot' of the work force as at 31st March 2022, at which date the Trust had:

- A total of 351 'employees' of which 323 (92.0%) were female and 28 (8.0%) were male. This represents an increase compared to March 2021 when there were 345 'employees – 321 female (93.%) and 24 male (7.0%).
- Of the 351 'employees', 88 were teaching staff compared to 93 the previous year. There were 263 support staff compared to 252 the previous year. Support staff include office, site, teaching assistants and extended services (breakfast club, mid-day meals supervisors, after school club).

The overall gender pay gap is defined as the difference between earnings of men and women expressed relative to men's earnings. The Trust is required to report on the following:

1. Mean (average) gender pay gap in hourly pay
2. Median gender pay gap in hourly pay
3. Mean (average) bonus gender pay gap
4. Median bonus gender pay gap
5. Proportion of males and females receiving a bonus payment, and
6. Proportion of males and females in each pay quartile

No Trust staff receive bonus payments and therefore, there is nothing to report in respect of 3 – 5 above.

Published Data

In addition to the overall Trust data, the report includes a breakdown between Teaching and Non-Teaching positions as there is a significant difference between the two groups.

1. Hourly Summary for Mean and Median Gender Pay Gap (2021 data shown in brackets for comparison)

	Trust	Teaching	Non-Teaching
Mean	24.4% (27.6%)	15.1% (5.8%)	12.1% (12.5%)
Median	16.4% (12.9%)	11.1% (0.0%)	0.6% (2.3%)

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

a. Trust

LOWER QUARTILE	LOWER MIDDLE QUARTILE	UPPER MIDDLE QUARTILE	UPPER QUARTILE
3.4% (2.3%) male 96.6% (97.7%) female	4.7% (2.3%) male 95.2% (97.7%) female	11.4% (11.6%) male 88.6% (88.4%) female	12.6% (12.8%) male 87.4% (87.2%) female

b. Teaching (those employed on Teacher pay and conditions)

LOWER QUARTILE	LOWER MIDDLE QUARTILE	UPPER MIDDLE QUARTILE	UPPER QUARTILE
13.6% (13.0%) male 86.4% (87.0%) female	4.5% (8.7%) male 95.5% (91.3%) female	0% (4.3%) male 100% (97.7%) female	27.3% (27.8%) male 72.7% (72.2%) female

c. Non-teaching

LOWER QUARTILE	LOWER MIDDLE QUARTILE	UPPER MIDDLE QUARTILE	UPPER QUARTILE
4.5% (1.6%) male 95.5% (98.4%) female	6.1% (1.6%) male 93.9% (98.4%) female	0% (1.6%) male 100% (98.4%) female	16.9% (15.9%) male 83.1% (84.1%) 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 teacher’s pay is based on their experience and performance, and not because of their gender.

Senior Leadership pay is based on Teacher’s Pay and Conditions in relation to the size of the Trust and Schools, and their annual increase is related to performance both of which are approved by Trustees.

- Support staff are employed on the Kent Range terms and conditions on which staff were TUPE’d over when the Trust was formed in September 2018. 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, which allows for progression irrespective of gender. The Trust Leader has oversight of the pay award recommendations to ensure the process is applied equitably across the schools.

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% for 2022 compared to 93% in March 2021), which is in line with many other primary schools whether an academy or maintained school. However, the ratio is different in a number of areas:

- Senior leadership level (teaching staff paid on the leadership scale and support staff paid at Kent Range 10 or above) – for 2022, 50% are female (compared to 53.8% in 2021), and 50% are male compared to 46.2% in 2021.
- That 11.4% (11.8% in 2021) of teaching staff are male compared to 88.6% (88.2% in 2021) female staff.
- A significant number of employees (99 or 28.2% for 2022 compared to 106 / 30.7% in 2021) are contracted to work across the extended services (breakfast club, after school club and holiday playscheme) and as Mid-Day Meals Supervisors. These staff are paid the 'Kent' minimum wage (£9.55ph) most of whom are female (94 / 94.9% in 2022 compared to 99 / 95.2% in 2021).

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. The Trust provides free childcare arrangements for employees with primary aged children by allowing use of the extended services whilst they are working.

I confirm that the report has been prepared from our March 2022 pay data, and represents the gender pay information for Coppice Primary Partnership.



ACCOUNTING OFFICER

30th March 2023