



# Coppice

Primary Partnership

Growing Together, Striving for Excellence.

## GENDER PAY GAP REPORT 2024

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 opted to calculate the number of employees based on the number of contracts rather than a headcount to gather the gender pay gap information throughout the different roles in the Trust. This is to reflect the situation that several support staff have a number of contracts for different positions e.g. Teaching Assistant and Extended Services or a mix of Extended Services e.g. Breakfast Club Assistant, Midday meals Supervisor and After School Club Assistant.

The information provides a 'snapshot' of the workforce as at 31 March 2024, at which date the Trust had:

- A total of 331 'employees', of which 305 (92.1%) were female and 26 (7.9%) were male. This represents a decrease to March 2023 where there were 359 'employees' – 331 (92.2%) were female and 28 (7.8%) were male. This is mainly due to 'contract cleansing', removing dormant contracts, such as unused casual contracts.
- Of the 331 'employees', 86 were teaching staff compared to 92 the previous year. There were 245 support staff compared to 267 the previous year. Support staff includes Office, Site, Teaching Assistants and Extended Services (breakfast club, midday supervisors, afterschool club). It also includes those who work in the holiday play scheme, employed on zero-hour contracts, and staff employed as General Support Assistants on zero-hour contracts, providing flexibility for both the employee and the Trust.

### **Coppice Primary Partnership**

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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 employees receive bonus payments, and benefits in kind is not required for this report, 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. **N.B. Figures in brackets refer to 2023 percentages**

### 1. Hourly Summary for Mean and Median Gender Pay Gap

	Trust	Teaching	Non-Teaching
<b>Mean</b>	40% (32.2%)	30.3% (15.6%)	15.3% (12.6%)
<b>Median</b>	45.2% (16.5%)	20.6% (14.6%)	0.5% (0.5%)

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

a. Trust

LOWER QUARTILE	LOWER MIDDLE QUARTILE	UPPER MIDDLE QUARTILE	UPPER QUARTILE
4.8% (3.3%) male 95.2% (96.7%) female	2.4% (4.4%) male 97.6% (95.6%) female	6% (11.1%) male 94% (88.9%) female	18.3% (12.4%) male 81.7% (87.6%) female

b. Teaching (those employed on Teacher Pay & Conditions)

<b>LOWER QUARTILE</b>	<b>LOWER MIDDLE QUARTILE</b>	<b>UPPER MIDDLE QUARTILE</b>	<b>UPPER QUARTILE</b>
9% (13%) male 91% (87%) female	4.5% (4.3%) male 95.5% (95.7%) female	4.8% (4.3%) male 95.2% (95.7%) female	42.9% (30.4%) male 57.1% (69.6%) female

c. Non-teaching

<b>LOWER QUARTILE</b>	<b>LOWER MIDDLE QUARTILE</b>	<b>UPPER MIDDLE QUARTILE</b>	<b>UPPER QUARTILE</b>
3.2% (4.5%) male 96.8% (95.5%) female	3.3% (4.5%) male 96.7% (95.5%) female	3.3% (1.5%) male 96.7% (98.5%) female	11.5% (13.6%) male 88.5% (86.4%) 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 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 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, work rated as equivalent and work of equal value.

- Teaching staff are employed on School Teacher's Pay & Conditions, which is reviewed annually, nationally, and this document, together with the Trust's Pay & 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 & 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 (92.1% for 2024, compared to 92.2% in March 2023), which is in line with many other primary schools, whether an academy of 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) – 41.2% of staff are female, and 58.8% are male, compared to 50/50 split in 2023. This is due to two Headteacher posts being vacated by female Headteachers and the appointment of males to the Headteacher vacancies.
- That 15.1% (13% in 2023) of teaching staff are male, compared to 84.9% (87% in 2023) female staff.
- A significant number of employees (96 or 29%) for 2024 are contracted to work across the extended services (Breakfast Club, After School Club, Midday Supervisors, and Holiday Play Scheme). Of these employees 83 are paid the 'Kent' minimum wage of £11.04 per hour with the remaining 13 employees being paid between £11.09–£11.71 per hour, for supervisor/lead roles. Most of these staff are female (93/96.9%) in 2024.

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 like work, work rated as equivalent or work of equal value.

Coppice Primary Partnership supports all its employees through a number of family friendly HR policies and flexible approach to recruitment, as can be seen through a number of part-time or job-share roles, for leadership, 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 2024 pay data, and represents the gender pay information for Coppice Primary Partnership.

A handwritten signature in black ink, appearing to read 'M. Alkhatib', is positioned above the typed name.

Accounting Officer  
February 2025