



## GENDER PAY GAP REPORT 2021

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 opted to calculate the number of employees based on the number of contracts where they are for different roles. This is to reflect the situation that a number of support staff have up to three separate contracts for different positions 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 31<sup>st</sup> March 2021, at which date the Trust had:

- A total of 345 'employees' of which 321 (93.0%) were female and 24 (7.0%) were male. This represents an increase compared to March 2020 when there were 320 'employees' – 297 female (92.8%) and 23 male (7.2%).
- Of the 345 'employees', 93 were teaching staff with 252 support staff, which included office, site, teaching assistants and extended services (breakfast club, mid-day meals supervisors, after school club). It excludes those who work in the holiday play scheme who employed on zero hours contracts.

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

	Trust	Teaching	Non-Teaching
Mean	27.6%	5.8%	12.5%
Median	12.9%	0.0%	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
2.3% male 97.7% female	2.3% male 97.7% female	11.6% male 88.4% female	12.8% male 87.2% female

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

LOWER QUARTILE	LOWER MIDDLE QUARTILE	UPPER MIDDLE QUARTILE	UPPER QUARTILE
13.0% male 87.0% female	8.7% male 91.3% female	4.3% male 97.7% female	27.8% male 72.2% female

c. Non-teaching

LOWER QUARTILE	LOWER MIDDLE QUARTILE	UPPER MIDDLE QUARTILE	UPPER QUARTILE
1.6% male 98.4% female	1.6% male 98.4% female	1.6% male 98.4% female	15.9% male 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 (93%), 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) - 53.8% of staff are female with 46.2% male.
- That 11.8% of teaching staff are male compared to 88.2% of female staff.
- A significant number of employees (106 / 30.7%) are contracted to work across the extended services (breakfast club and after school club) and as Mid-Day Meals Supervisors. These staff are not only paid the 'Kent' minimum wage (£9.35 ph) but nearly all (99 / 95.2%) are female.

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-positions.

I confirm that the report has been prepared from our March 2021 pay data, and represents the gender pay information for Coppice Primary Partnership.



ACCOUNTING OFFICER

9<sup>th</sup> March 2022