

Three
Spires
TRUST

'Life in all its fullness'

Gender Pay Gap Report

2023-24

Gender Pay Gap Report 2023-24

Introduction

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, and as an employer with over 250 employees, Three Spires Trust is required to measure and report on the gender pay gap in the organisation. The Three Spires Trust therefore presents our second gender pay gap report for the period 2023-24. The data capture date is 31 March 2023.

Under the regulations there is a requirement to report on the following six measures:

- Mean gender pay gap in hourly pay
- Median gender pay gap in hourly pay
- Mean bonus gender pay gap (if relevant)
- Median bonus gender pay gap (if relevant)
- Proportion of males and females receiving a bonus payment (if relevant)
- Proportion of males and females in each pay quartile

How is the difference in mean hourly rates determined?

The mean (or average) hourly rate is a calculation of the average hourly rates over the group of varying figures.

The difference in mean hourly rates of pay for relevant male and female employees is expressed as a percentage of the mean hourly rate of pay for relevant male employees.

How is the difference in median hourly rates determined?

The median (or mid-point) hourly rate of pay of a group of employees can be calculated by listing all relevant employees in the group in order of their earnings and identifying the hourly rate paid to the individual who appears in the middle of the list.

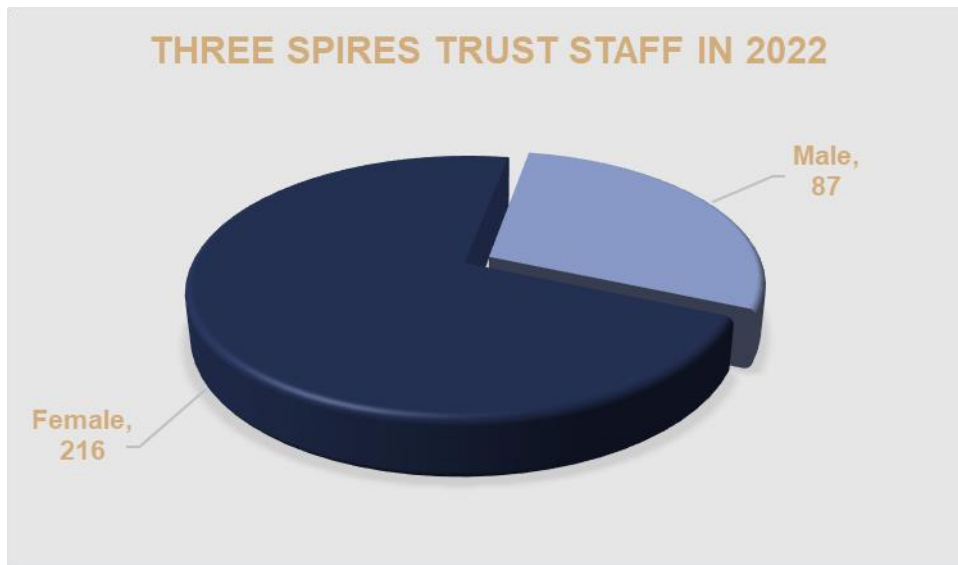
The difference in median hourly rates of pay for relevant male and female employees is expressed as a percentage of the median hourly rate of pay for relevant male employees.

How are the quartile bands worked calculated?

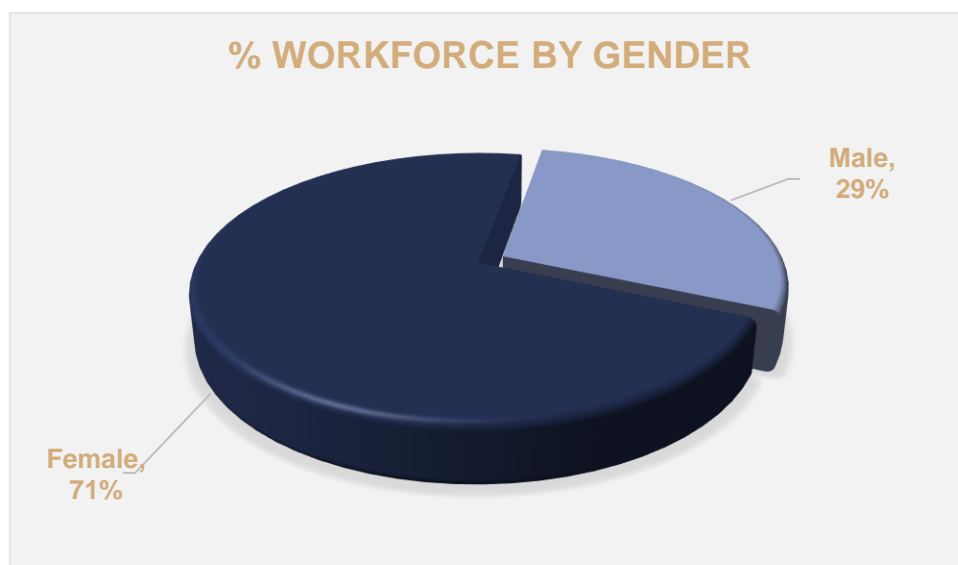
The overall pay range is split into four notional pay bands; each pay band must contain the same number of employees representing a quarter of the workforce.

The Results

As at March 2023, we had 303 members of staff:



Our gender balance was:



- The Mean Gender Pay Gap in hourly pay was 22.0%
- The Median Gender Pay Gap in hourly pay was 51.1%
- The Trust did not pay bonuses

Data Analysis

All Employees

- The Trust employed 303 members of staff
 - › 87 of our staff were male – 28.7%
 - › 213 of our staff were female – 71.3%
- Mean gender pay gap in hourly pay was 22.0%
- Median gender pay gap in hourly pay was 51.1%
- Mean bonus gender pay gap is not applicable.
- Median bonus gender pay gap is not applicable.
- Proportion of males and females receiving a bonus payment is not applicable

Proportion of males and females in each pay quartile:

			Lower	Lower - Middle	Upper Middle	Upper
	Staff	% Split	Quartile 1	Quartile 2	Quartile 3	Quartile 4
Male	87	28.7%	15.8%	25.0%	34.2%	40.0%
Female	216	71.3%	84.2%	75.0%	65.8%	60.0%
Total	303	100.0%	100.0%	100.0%	100.0%	100.0%

Teaching

- The Trust employed 144 members of teaching staff
 - › 51 of our staff were male – 35.4%
 - › 93 of our staff were female – 64.6%
- Mean gender pay gap in hourly pay was 7.4%
- Median gender pay gap in hourly pay was 0.0%
- Mean bonus gender pay gap is not applicable.
- Median bonus gender pay gap is not applicable.
- Proportion of males and females receiving a bonus payment is not applicable.

Proportion of males and females in each pay quartile

			Lower	Lower - Middle	Upper Middle	Upper
	Staff	% Split	Quartile 1	Quartile 2	Quartile 3	Quartile 4
Male	51	35.4%	30.6%	36.1%	30.6%	44.4%
Female	93	64.6%	69.4%	63.9%	69.4%	55.6%
Total	144	100.0%	100.0%	100.0%	100.0%	100.0%

Support Staff

- The Trust employed 159 members of support staff
 - › 36 of our staff were male – 22.6%
 - › 123 of our staff were female – 77.4%
- Mean gender pay gap in hourly pay was 27.3%
- Median gender pay gap in hourly pay was 7.5%
- Mean bonus gender pay gap is not applicable.
- Median bonus gender pay gap is not applicable.
- Proportion of males and females receiving a bonus payment is not applicable

Proportion of males and females in each pay quartile:

			Lower	Lower - Middle	Upper Middle	Upper
	Staff	% Split	Quartile 1	Quartile 2	Quartile 3	Quartile 4
Male	36	22.6%	12.5%	15.0%	25.0%	38.5%
Female	123	77.4%	87.5%	85.0%	75.0%	61.5%
Total	159	100.0%	100.0%	100.0%	100.0%	100.0%

Year on Year comparison data

All Employees	2023-24	2022-23
Male	87	75
Female	216	213
Total	303	288
Male %	28.7%	26.0%
Female %	71.3%	74.0%
Mean Pay Gap %	22.0%	23.2%
Median Pay Gap %	51.1%	49.9%

Teaching Staff	2023-24	2022-23
Male	51	46
Female	93	95
Total	144	141
Male %	35.4%	32.6%
Female %	64.6%	67.4%
Mean Pay Gap %	7.4%	7.3%
Median Pay Gap %	0.0%	0.0%

Support Staff	2023-24	2022-23
Male	36	29
Female	123	118
Total	159	147
Male %	22.6%	19.7%
Female %	77.4%	80.3%
Mean Pay Gap %	27.3%	28.3%
Median Pay Gap %	7.5%	19.9%

Key Findings

Three Spires Trust is committed to the promotion of equality of opportunity and choice for employees and supports fair treatment of all staff irrespective of gender through our transparent recruitment processes, pay policy and professional development.

The Trusts pay gap is heavily affected by the gender of its different staff communities. 303 staff were employed at the snap shot date and of these only 87 were male. This is not surprising as teaching as a profession is heavily weighted towards females. In addition, female dominance of the support functions within education is even more prevalent, 77.4% of Trust staff support roles were fulfilled by females.

Pay scales for teachers and support staff are set nationally and not at school or Trust level. The Trust is proud of the close working relationships that it has fostered as part of our Joint Negotiating Committee (JNC) and Trade Union Recognition Agreement (TURA). Three Spires Trust adheres to national pay scales for both teachers and support staff. Male and female staff are paid within the same pay band for the same job role. All roles are graded and benchmarked appropriately. It is therefore the case that our gender pay gap exists as a result of the different roles which males and females fulfil within the trust and the salaries that these roles attract.

The Gender Pay Gap is acknowledged to be a high level, non-adjusted indicator of male and female earnings which is affected by workforce distribution and workforce make-up.

The total amount of males versus females in the trust is 28.7% v 71.3%. However, the lower quartiles are even more heavily dominated by females with females representing 84.2% of quartile 1 and 75.0% of quartile 2. This dominance reduces in the upper quartiles.

Within the support staff structure the majority of females sit within quartiles 1 & 2 where there are evidently less managerial and leadership roles. This could indicate either a lack of appetite for progression to more senior roles or a lack of skills to enable progression.

The teachers main pay scale begins within quartile 3 and the upper pay scale begins in quartile 4. As a result, almost all of the entire teaching staff fall within the upper quartiles, this includes all leadership and management positions. There are fewer roles with this level of responsibility within the support staff structure and where they do exist, they are lower down the salary structure. Consequently, many teachers without additional responsibility posts are positioned higher within the analysis than support staff with managerial positions.

The majority of support staff are in the lower pay quartiles and the workforce is predominantly female therefore the gap between the 'average' female hourly rate of pay and the 'average' male hourly rate of pay is significantly affected.

The overall gender pay gap figure for the Trust therefore largely reflects the composition of our workforce as opposed to inequalities.

We are proud of the fact that our median pay gap for teaching is zero. Additionally, a significant amount of senior leadership roles within the trust are females, including the CEO.

Trust Actions

How we will address the Gender Pay Gap

Three Spires Trust is committed to equality, diversity and inclusion and to closing the gender pay gap. We will continue to positively recruit to all positions and ensure that our recruitment processes, pay and professional development policies are fair and transparent.

The Three Spires Trust operates recruitment processes that are designed to reduce bias and ensure that selection methods are fair, equitable and transparent. We recognise that there is always room for improvement.

In particular the Trust will look at how it can use diversity data of employees within the trust, including employee lifecycles to help inform us. It is hoped that this insight will help us to improve our processes, our guidance to staff and our training.

The Trust will interrogate the following areas with the aim of reducing the gender pay gap as much as possible:

- **Recruitment & Retention**
 - › Ensuring our shortlisting processes encourage fair comparisons to be made free from bias.
 - › Ensuring a consistent approach to exit interviews and a thorough review of exit data.
 - › Monitoring of diversity data throughout the recruitment process.
 - › Ensuring job advertisements use gender neutral terminology.
 - › Ensuring that processes are in place to stay in regular and effective contact with employees who are on statutory leave.
- **Flexible working**
 - › Utilise flexible working as an effective tool for recruitment.
 - › Consider how structures across the organisation could be changed to create further opportunities for flexible working.
- **Succession Planning**
 - › Identify barriers to progression and CPD access and aim to reduce barriers.
 - › Encourage all staff to participate in CPD.
 - › Develop pathways to enable staff to see progression throughout the Trust.
 - › Analyse whether reward and recognition methods across the Trust are effective.
- **Pay & Workforce Analysis**
 - › Ensuring that pay throughout the Trust is competitive and even handed.
 - › Reviewing all Trust pay policies to ensure that they work in harmony with our aim of reducing the gender pay gap.
 - › Use workforce data to understand whether there may be any unidentified issues that may be affecting our gender pay gap.