

Gender Pay Gap Report – Northampton Primary Academy Trust (NPAT) 2019-2020

INTRODUCTION

In April 2017, the Government introduced new gender pay gap legislation in line with the Equalities Act 2010. The legislation requires all employers with 250 or more employees to measure and report on the gender pay gap in their organisation.

NPAT is a public sector body and the snapshot date for relevant employees was 31st March 2019.

This report covers employees in all NPAT Schools as follows:-

- Abington Vale Primary School
- Blackthorn Primary School
- East Hunsbury Primary School
- Ecton Brook Primary School
- Headlands Primary School
- Lings Primary School
- Rectory Farm Primary School
- Simon De Senlis Primary School
- Thorplands Primary School
- Upton Meadows Primary School
- NPAT central team

For the purpose of the Regulations, the definition of an employee includes anyone based in Great Britain and employed under a contract of employment, a contract of apprenticeship or a contract personally to undertake work. This is a relatively broad definition and is likely to include workers on zero-hours contracts.

The Regulations require NPAT to report on the 6 specific categories as detailed below:-

1. The difference in the mean hourly rate of pay for men and women expressed as a percentage
2. The difference in median hourly rate of pay for men and women expressed as a percentage
3. The difference in mean bonus rate of pay for men and women expressed as a percentage
4. The difference in median bonus rate of pay for men and women expressed as a percentage
5. The proportion of men and women who received bonus pay
6. The proportion of full pay men and women in each of four quartile bands

CONTEXT

The Gender pay gap is not the same as unequal pay. Unequal pay is giving women less than men for undertaking the same role. This has been unlawful since the Equal Pay Act was introduced in 1970. This report explores the reasons why NPAT continues to have a gender pay gap and identifies how as an organisation, the gap is intended to close.

The Gender pay gap shows the difference between the hourly earnings for both men and women across the organisation, not specific to a role.

THE GENDER PAY GAP AT NPAT

In relation to the required categories, all data was captured from existing HR/Payroll records as of the snapshot date of 31st March 2019. The data is based on a total of 624 relevant members of staff split between 586 females and 38 males.

Mean Gender Pay Gap

Male	38	£19.88	The mean gender pay gap is therefore 31% (2% less than previous year) Female staff on average across NPAT earn just under 1/3 less than their male counterparts
Female	586	£13.69	

Median Gender Pay Gap

Male	£16.96	The median gender pay gap is 42.4% (5% less than previous year)
Female	£9.77	

Quartile Pay Band Gender Information

Quartile	Total workforce	Male No.	Male % of workforce	Male Mean Pay £	Female No.	Female % of workforce	Female Mean pay £	Mean Pay Gap 2019	Mean Pay Gap 2018
Lower A	156	5	3.2	8.64	151	96.8	8.59	0.57%	-0.76%
B	157	5	3.2	9.34	152	96.8	9.14	2.14%	0.35%
C	156	11	7	14.50	145	93	13.00	10.34	9.40%
Upper D	155	17	11	29.71	138	89	25.00	15.85	13.9%

FURTHER ANALYSIS

Support staff posts (406)

Male	14	£9.62	The mean gender pay gap is 2.2% (0.5% more than previous year)
Female	392	£9.40	

Teaching staff posts including Unqualified, MPS and UPS (99)

Male	16	20.57	The mean gender pay gap is -0.87% (2.53% less than previous year)
Female	172	20.75	

Senior Leadership roles within the Schools and central team (21)

Male	8	£36.44	The mean gender pay gap is 4% (8.2% less than previous year)
Female	22	£34.96	

The Trust did not pay any bonus payments over the period 1st April 2018 – 31st March 2019 and therefore there is no requirement to report on measures 3, 4 and 5.

Narrative for NPAT

NPAT operates as an equal opportunities employer adhering to the principles underpinning equality of opportunity covered by the Equality Act (2010). All employees are treated equally regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.

In addition, all employees are given equal treatment and pay, regardless of gender, in the terms and conditions of their employment contract if they are employed to do:-

- 'Like work' – Work that is the same or broadly similar
- Work found to be of equal value in terms of effort, skill or decision making
- Work rated as equivalent under a job evaluation scheme

All posts advertised in NPAT Schools are aligned to nationally agreed pay scales with our male and female staff being paid within the same pay band for the same job role. NPAT is therefore confident that the gender pay gap identified does not stem from paying men and women differently for the same or equivalent work.

Working with both the public sector and specifically education, it is very common for a high proportion of the workforce to be female. NPAT has a 6% male workforce and 94% female. Nationally, including both primary and secondary schools, 74% of school staff are female.

The published UK gender pay gap has fallen from 18.4% to 8.6%. In the published reports from Multi Academy Trusts throughout the UK, this figure remains the same as last year at 31%. NPAT's figure has dropped from 33% to 31% representing we are in line with the UK average for MATs and that on average across NPAT, women earn approximately one third less than their male counterparts. However it is recognised in education that:

- More women apply to work in the sector due to attractive working patterns i.e. part time and term time contracts to work around caring responsibilities
- Part time work can be less highly paid
- Many female returners to employment apply to the public sector
- Female staff are more likely to have career breaks and may not progress into senior leadership roles

From the data analysis, there continues to be positive signs that there are very small pay gaps within the support (2.2%) and teaching staff (-0.87%).

The biggest area of concern last year was the gender pay gap at senior leadership level with the Schools. However, there has been a dramatic improvement in this area with the pay gap dropping from 12.2% to 4%, representing a significant decrease of 8.2%. Further analysis informs us that this reflects workforce composition as opposed to pay inequalities.

Moving forward, NPAT continues to monitor this data on an ongoing basis as growth and changes within the Trust may well alter the data by the next reporting date.

In addition, NPAT will review the following to promote gender diversity in all areas of its workforce including:

- The proportion of men and women applying for jobs and being recruited
- The proportion of men and women applying for and obtaining promotions
- The proportion of men and women leaving NPAT and their reasons for leaving
- The number of men and women in each role and pay band (support staff) and in Teacher Main Scale Vs Leadership posts
- The take up of flexible working arrangements by gender and level within NPAT
- The proportion of men and women who return to their original job after a period of maternity or other parental leave

This report and its data provides an excellent baseline for NPAT to compare to in future years to identify any trends or patterns and whether the actions identified are having an impact.

PUBLICATION

The gender pay gap report for NPAT will be published annually by 30th March of the subsequent year.

It will be published on the NPAT website (www.npat.org.uk) and will be maintained for a period of 3 years.