

## Gender pay reporting – snapshot date 31 March 2020

### Introduction

Anthem Schools Trust is required to report on the Trust’s gender pay gap. Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

This report provides further analysis, beyond the statutory reporting requirements, and aims to identify areas for focus and improvement for the future as we continue to address and reduce our current gap.

### The pay gap data

The information we are required to report relates to the following areas:

- The gender difference between the mean hourly rate of pay as a %
- The gender difference between the median hourly rates of pay as a %
- The gender difference between mean bonus pay over the preceding 12 months as a %
- The gender difference between median bonus pay over the preceding 12 months as a %
- The proportion of male & female employees who received a bonus during the last 12 months
- The proportion of male and female employees in each of the four quartiles of the pay range

Reporting details	Male	Female	Total	Gender pay gap (%)
Total employees	245	898	1143	
Mean hourly rate	£20.92	£17.26		17.50
Median hourly rate	£19.50	£13.62		30.15
Mean bonus gender pay gap (over 12 months)				-35.71
Median bonus gender pay gap (over 12 months)				-28.57
Number of employees receiving a bonus	1	4	5	
Percentage of employees who received a bonus	0.41	0.45	0.44	

### The proportion of men and women in each pay quartile

Quartile	Employees in each quartile	No. female employees	No. male employees	% female employees	% male employees
Lower	285	238	47	84	16
Lower middle	286	250	36	87	13
Upper middle	286	209	77	73	27
Upper	286	201	85	70	30

## Highlights

- We are pleased to report a further reduction in our gender pay gap of 2.72 percentage points
- The composition of our workforce remains broadly similar to 2019

We continue to have strong female representation in our leadership posts:

- 71% of our Trust Education Executive Team are female
- 57% of Trustees are female
- 71% of our headteachers are female
- 68% of our deputy headteachers/vice-principals are female

## Understanding our gap

Anthem Schools Trust is a multi-academy trust of 11 primary and five secondary schools serving diverse communities in the East Midlands, London and the Thames Valley. Our core values are integrity, collaboration and excellence. These values reflect the culture we want to achieve throughout our organisation, from the boardroom, throughout our workforce and to every classroom in our schools.

To understand our pay gap in more detail, we have analysed our workforce by gender and role type.<sup>1</sup>

Role	School type	% male	% female
Trustees	n/a	43	57
Education Executive Team	n/a	29	71
Headteachers	All	29	71
	Primary	17	83
	Secondary	60	40
Deputy Head/Vice-Principal	All	32	68
	Primary	0	100
	Secondary	46	53
Teachers	All	28	72
	Primary	12	88
	Secondary	37	63
Support Staff	All	13	87
	Primary	7	93
	Secondary	21	79

<sup>1</sup> We have calculated these figures using a basic methodology and the result are approximates

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 data doesn't take account of the fact that men and women may be in different roles, capturing pay for over 1100 employees from apprentices to the CEO. As a result, we would expect the results of average hourly pay to be skewed. Our gender pay gap does not mean that male and female employees are paid different salaries for the same work. For Anthem, the overall pay gap reflects the distribution of male and female employees in different roles, and the salary scales for these posts, rather than unfair pay practices.

Within the education sector, it is common for a high proportion of the workforce to be female. The distribution within our own workforce remains stable at 21% male and 79% female. It is also common across the sector for a high proportion of females to be in support staff roles which are, typically, lower paid roles than leadership or teaching posts; 87% of our support staff are female. Of the highest earning roles, 30% are held by male employees, despite only 21% of Anthem employees being male. We also note that we have a low representation of male teachers (28%), particularly in the primary phase (12%).

The 2020 figures include the outcome of restructured support staff pay scales effective from 01 April 2019. Anthem adopted the national pay agreement (National Joint Council for Local Government Services) in full. The pay award was bottom loaded, with the lowest pay points increasing by more than 9%, reducing to 2% for the highest pay points.

Anthem is proud to operate as an equal opportunities employer. It is important to note that all our posts are aligned to nationally agreed pay scales, with male and female staff in each school paid within the same pay band for the same job role.

### How does Anthem compare with others?

The mean gender pay gap across the UK is 17.4% in favour of male employees<sup>2</sup>. Within the UK education sector, the mean gender pay gap is 17.0% in favour of male employees, which is 0.5 percentage points lower than Anthem's mean gap. This means that Anthem is performing around average for both the UK and our own sector.

### How are we going to continue to address our gap?

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

As part of our action plan, we will continue to monitor this data on an ongoing basis, as growth and change within Anthem may alter the data by the next reporting date.

Equality will remain as an agenda item for our Education Executive Team meetings, with equality objectives across Anthem linked to gender pay gap data.

Under TUPE processes we have no control over the staffing complement where academies join our Trust. However, we will consider any relevant gender inequality when advertising future posts, including promoting flexible working opportunities. Anthem continues to provide leadership development

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<sup>2</sup> Source: Annual Survey of Hours and Earnings, Office for National Statistics, Available at: <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapint/heuk/2020> [Accessed 04 February 2021]

programmes for those aspiring to middle and senior leadership to further support equal access to progression for all staff.

We will continue to compare year on year data to identify any trends, monitor our progress and identify whether additional action is required.

**Declaration:**

I confirm that the above information has been prepared from our payroll data on the snapshot date and fairly represents the Gender Pay Gap information for Anthem Schools Trust.

**Name:** Andy Yarrow, Chief Executive Officer

**Date:** 22 February 2021