



Pennine Academies Yorkshire

Board Meeting

Gender Pay Gap Reporting for 2020/21 & 2021/22

14 July 2021

1. Purpose of this report

The purpose of this report is to present to the Board the Gender Pay Gap Analysis for Pennine Academies Yorkshire as at 31 March 2020 and as at 31 March 2021 for information.

2. Background

Any employer who has a headcount of 250 or more on their 'snapshot date' must comply with regulations on gender pay gap reporting. This requires employers to annually report and publish specific figures about their gender pay gap.

Employers that are required to report and publish their gender pay gap information must:

- report and publish their gender pay gap information within a year following their 'snapshot date'. This applies for each year that employers have a headcount of 250 or more on their snapshot date
- report their gender pay gap information to the government online, using the gender pay gap service
- publish their gender pay gap information (and written statement if applicable) in a prominent place on their employer's public-facing website
- You may also publish a supporting narrative and an action plan to help explain your gender pay gap and the actions you plan to take. This is discretionary.

The gender pay gap is the difference between the average (mean or median) earnings of men and women across a workforce. This is expressed as a percentage of men's earnings. For example, 'women earn 15% less than men per hour'.

PAY's 'snapshot date', like many other public sector organisations, is the 31 March. This means that the gender pay gap data as at 31 March 2020 must be published by 31 March 2021. Due to the impact of Coronavirus (COVID-19), the Equality and Human Rights Commission (EHRC) have announced that enforcement of gender pay gap reporting for the 20/21 reporting year (which uses a snapshot date of 31 March 2020) will not begin until 5 October 2021. The EHRC is encouraging employers to report ahead of the usual deadlines (30 March 2021) wherever possible, but no enforcement action will be taken providing they report by 5 October 2021.

This report covers both the reporting years 2020/21 and 2021/22.



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The gender pay gap figures you must calculate, report and publish are:

- percentage of men and women in each hourly pay quarter
- mean (average) gender pay gap using hourly pay
- median gender pay gap using hourly pay
- percentage of men and women receiving bonus pay
- mean (average) gender pay gap using bonus pay
- median gender pay gap using bonus pay

3. PAY's gender pay gap for 2020/21 and 2021/22

The results of PAY's gender pay gap calculations as at March 2021 with comparisons to March 2020 are summarised in the table below:

Pennine Academies Yorkshire	Gender Pay Gap Statistics		
	Mar-21	Mar-20	Change
Full Pay Relevant Employees	347	270	77
Mean Male Hourly Rate	20.11	22.71	-2.60
Mean Female Hourly Rate	14.10	15.38	-1.28
Median Male Hourly Rate	13.67	14.92	-1.25
Median Female Hourly Rate	10.21	9.94	0.27
Mean Gender Pay Gap %	29.9%	32.3%	-2.4%
Median Gender Pay Gap %	25.3%	33.4%	-8.1%
Percentage of Men in Top Quartile	15.1%	20.0%	-4.9%
Percentage of Women In Top Quartile	84.9%	80.0%	4.9%
Percentage of Men in Upper Middle Quartile	20.7%	21.4%	-0.7%
Percentage of Women In Upper Middle Quartile	79.3%	78.6%	0.7%
Percentage of Men in Lower Middle Quartile	5.7%	3.6%	2.2%
Percentage of Women In Lower Middle Quartile	94.3%	96.4%	-2.2%
Percentage of Men in Lower Quartile	4.6%	1.8%	2.8%
Percentage of Women In Lower Quartile	95.4%	98.2%	-2.8%

The main points to note are:

- Employee numbers have increased between the two years following the addition of Grove House Primary School in November 2020 and the new RP service at Crossley Hall.
- Both the Mean Gender Pay Gap and Median Gender Pay gap have improved in the last year.
- On average, men are paid 29.9% more than women compared to 32.3% in the previous year.
- The median pay of men is 25.3% more than the median pay of women.
- The percentage of women in the top quartile of hourly pay has increased from 80.0% to 84.9%
- The percentage of women in the lowest quartile of hourly pay has decreased from 98.2% from 95.4%
- No-one received bonus payments.



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4. Observations

Overall females represent 88.5% of PAY's workforce. Some of the possible reasons for women having higher representation in the lowest pay quartile are:

- We have 23 apprentices in the MAT which have the lowest hourly pay rates and 22 of these are female.
- Lower paid roles such as lunchtime supervisors and cleaners tend to be fulfilled by females.

We have seen an increase in females in the higher paid jobs across the MAT with one female executive headteacher, two female headteachers and two female heads of school.

The gender pay gap among all employees was 15.5% in 2020. We understand the average for the education sector is 25%.

5. Next Steps

We will put together an action plan to address PAY's gender pay gap which will seek to address the barriers for females entering higher paid roles. This may include:

- Ensure that multiple women are included in the shortlisting of candidates when recruiting.
- As well as interview, include tasks linked to the role they would be expected to perform.
- Utilise a structured interview format which is less likely to allow unfair bias.
- Actively encourage salary negotiations. It has been proven that women are less likely to negotiate their pay.
- Ensure that the pathway to promotions and pay and reward processes are clear and transparent.
- Investigate the value of training individuals in diversity – allowing biased decisions to be reduced.
- Improve working flexibility for both men and women.
- Encourage shared parental leave.
- Actively recruit individuals who are returning to work after a career break.

6. Recommendations

It is recommended that the Board approve the Gender Pay Gap Analysis reporting for periods 2020/21 and 2021/22 for publishing on PAY's website and also for submission to the Government online.

Lisa Bradley
Chief Financial Officer
7 July 2021