



## **Pennine Academies Yorkshire**

### **Board Meeting**

## **Gender Pay Gap Reporting for 2022/23**

**15 January 2023**

### **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 2022 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 31 March. This means that the gender pay gap data as at 31 March 2022 must be published by 31 March 2023.

This report covers both the reporting years 2022/23.



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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 2022/23**

The results of PAY’s gender pay gap calculations as at March 2022 with comparisons to March 2021 are summarised in the table below:

<b>Pennine Academies Yorkshire</b>	<b>Gender Pay Gap Statistics</b>		
	<b>Mar-22</b>	<b>Mar-21</b>	<b>Change</b>
Full Pay Relevant Employees	351	347	4
Mean Male Hourly Rate	23.49	20.11	3.38
Mean Female Hourly Rate	15.68	14.10	1.58
Median Male Hourly Rate	20.33	13.67	6.66
Median Female Hourly Rate	10.39	10.21	0.18
<b>Mean Gender Pay Gap %</b>	<b>33.25%</b>	<b>29.88%</b>	<b>3.36%</b>
<b>Median Gender Pay Gap %</b>	<b>48.89%</b>	<b>25.32%</b>	<b>23.57%</b>
<b>Percentage of Men in Top Quartile</b>	<b>16.09</b>	<b>15.10</b>	<b>0.99%</b>
<b>Percentage of Women In Top Quartile</b>	<b>83.91</b>	<b>84.90</b>	<b>-0.99%</b>
<b>Percentage of Men in Upper Middle Quartile</b>	<b>18.18</b>	<b>20.70</b>	<b>-2.52%</b>
<b>Percentage of Women In Upper Middle Quartile</b>	<b>81.82</b>	<b>79.30</b>	<b>2.52%</b>
<b>Percentage of Men in Lower Middle Quartile</b>	<b>1.14</b>	<b>5.70</b>	<b>-4.56%</b>
<b>Percentage of Women In Lower Middle Quartile</b>	<b>98.86</b>	<b>94.30</b>	<b>4.56%</b>
<b>Percentage of Men in Lower Quartile</b>	<b>2.27</b>	<b>4.60</b>	<b>-2.33%</b>
<b>Percentage of Women In Lower Quartile</b>	<b>97.73</b>	<b>95.40</b>	<b>2.33%</b>

The main points to note are:

- Employee numbers saw a minimal increase, however next year’s results will show the addition of Clayton Village Primary School in April 2022.
- Both the Mean Gender Pay Gap and Median Gender Pay gap have increased in the last year.
- On average, men are paid 33.25% more than women compared to 29.88% in the previous year.
- The median pay of men is 48.89% more than the median pay of women.
- The percentage of women in the top quartile of hourly pay has reduced slightly from 84.90% to 83.91%
- The percentage of women in the upper middle quartile of hourly pay has increased from 79.30% to 81.82%.
- No-one received bonus payments.



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#### 4. Observations

Overall females represent 90.6% of PAY's workforce. Some of the possible reasons for women having higher representation in the lowest pay quartile are:

- We have 31 apprentices in the MAT which have the lowest hourly pay rates and 30 of these are female.
- Lower paid roles such as lunchtime supervisors and cleaners tend to be fulfilled by females.

We are seeing females being recruited in the higher paid jobs across the MAT with only one male headteacher across our Trust, with these highly paid roles instead being occupied by female heads of school.

#### 5. Next Steps

We will continue to address PAY's gender pay gap to address the barriers for females entering higher paid roles. This may include:

- Continue to ensure that multiple women are included in the shortlisting of candidates when recruiting.
- As well as interviews, 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 2022/23 for publishing on PAY's website and also for submission to the Government online.

David Summerscales Business Partner 15 January 2023