



ALL SAINTS' TRUST

Commentary relating to Gender Pay Gap Reporting

Snapshot Date for calculations: 31st March 2021

What is Gender Pay Gap Reporting?

Gender Pay Gap Reporting is from The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

The government has published The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 ("2017 Regulations"), which extend the duty to publish statutory calculations every year showing how large the pay gap is between their male and female employees to public sector employers with 250 or more employees.

These 2017 Regulations came into force on the 31 March 2017. This extends the existing public-sector equality duties in England.

What information must be published annually by Public Authorities?

- the difference between the mean hourly rate of pay of relevant male employees and that of relevant female employees
- the difference between the median hourly rate of pay of relevant male employees and that of relevant female employees
- the difference between the mean bonus pay paid to relevant male employees and that paid to relevant female employees
- the difference between the median bonus pay paid to relevant male employees and that paid to relevant female employees
- the proportions of relevant male and female employees who were paid bonus pay in the relevant 12-month period
- the proportions of relevant male and female employees in four notional quartiles pay bands.

What is All Saints' Trust?

All Saints' Trust is a Catholic Multi Academy Trust within the Diocese of Westminster and it is responsible for running one secondary and four primary schools.

The Trust is committed to working to reduce the gender pay gap by looking at flexible working practices to help to recruit and retain employees, such as continuing to promote job sharing, part-time working and staggered hours wherever possible.

Our organisation has significant female representation across all levels within the Trust and two of our five most senior roles within our Trust schools are currently occupied by women.

What pay structures does All Saints' Trust use for setting salaries for its staff?

All male and female employees are paid equally based on national pay scales. For teaching staff, the Trust aligns to the School Teachers Pay and Conditions documentation (known as the "Burgundy Book") and to the National Joint Council for Local Government Services Agreement (known as the "Green Book") for Support staff (i.e. non-teaching) roles when setting the Trust Pay Policy. Posts are job evaluated to determine the correct grade and pay range. It is always the post which is evaluated and not the individual in that post. Men and women therefore receive the same rates of pay for doing the same job and all jobs are job evaluated to ensure that the pay for the role is fair.

How as a Trust do we work to reduce any gender pay gaps?

Talent management is a key focus for the Trust in ensuring our students receive the very best educational experiences and outcomes, ensuring we meet our responsibilities as a Catholic educating community. Across both our staff and pupils, we seek to ensure:

- **Catholic Education is person-centred:** It promotes the dignity, self-esteem and full development of each person who is made in God's image and uniquely loved by God.
- **Catholic Education is inclusive.** It is respectful of and engages with people of all beliefs; it encourages the religious development of all in their own faith.
- **Catholic Education is rooted in the Gospel values** of respect for life, love, solidarity, truth and justice; it aims to harmonise faith and culture, build a better society, and pursue the common good.

Therefore, as a Trust across our schools, we will always seek to recruit the best person for any post regardless of gender. The Trust encourages all staff to take up formal and on the job training opportunities. We ensure that there is fair access to developmental opportunities. The Trust Board and our Local Governing Boards understand the importance of investing in both recruitment and retention and look at whether a post can be considered for flexible working arrangements, job sharing, encouraging the take-up of shared parental leave, maintaining regular contact with staff on parental leave / career breaks and offering support to enable staff to return after a caring break.

What was the "Snapshot" data for our Trust on 31st March 2021

The mean gender pay gap	24.1%
The median gender pay gap	28.3%
The mean bonus gender pay gap	N/A
The median bonus gender pay gap	N/A
Quartiles calculations	Male employees at snapshot date 50 Female employees at snapshot date 205
Lower Quartile	6.2% were Male (4) 93.8% were Female (60)
Lower Middle Quartile	23.4% were Male (15) 76.6% were Female (49)
Upper Middle Quartile	14.1% were Male (9) 85.9% were Female (55)
Upper Quartile	34.9% were Male (22) 65.1% were Female (41)

The gender pay gap figures reflect the fact that the majority of our support staff roles offer flexible, largely term-time only working and tend to be filled predominantly by female staff. Within the Trust, the females occupy a full spectrum of roles from head teachers, deputy heads, heads of department, teachers, teaching assistants, nursery nurses, caterers, lunch-time supervisors, and cleaners etc. This gives an average for gender pay gap purposes

based on the full spectrum of roles from the most senior Head Teachers through to lunchtime supervisors and cleaners.

Males within the organisation tend to occupy Head teacher, teacher, IT Technician and site manager roles and there are few males in lower paid roles such as teaching assistants, administrators, and cleaners. This gives an average for gender pay gap purposes based on a much narrower spectrum of roles than for the females within the organisation.

The Trust Board will benchmark our gender pay gap results with similar organisations within the education sector, where clear comparisons can be made.