

### Background to the Statutory Reporting Period

This report covers the 2021–22 Gender Pay Gap reporting cycle, using a snapshot date of 31st March 2022. At the date of this report the Central Region Schools Trust consisted of 11 Schools, namely Arrow Vale High School, Arrow Valley First School, Ipsley CE Middle School, Church Hill Middle School, Abbeywood First School, Gospel Oak School, Sutton Park Primary School, Oldbury Park Primary School, St Stephen's CE First School, Holyhead School and Waseley Hills High School.

The 2022 Gender Pay Gap looks at the distribution of men and women across all job levels of the Trust, and how this translates into the average salary, it should be noted that there are no bonus payments made.

Specialist skillsets command very different salaries and are graded proportionally within National grades/scales. So the potential for significant differences in salary can be much higher and in a Trust of 74.2% female and 25.8% male staff, relatively small changes in the distribution of males across the different pay quartiles in the Trust can have a significant impact on the Trust's gender pay gap.

### Gender Pay Gap Reporting

In the UK, public, private and voluntary sector organisations with 250 or more employees must report on their gender pay gaps annually. The reports show the difference between the average earnings of men and women, expressed relative to men's earnings. If an organisation reports a gender pay gap, it does not mean women are paid less than men for doing the same job, but it does show that, on average, men occupy higher-paying roles than women.

Employers must still report on six different measures, based on a snapshot of pay data on a set date set out by the Government Equalities Office:

- **Median Gender Pay Gap** – the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
- **Mean Gender Pay Gap** – the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
- **Median Bonus Gap** – the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees
- **Mean Bonus Gap** – the difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees
- **Bonus Proportions** – the proportions of male and female relevant employees who were paid bonus pay during the relevant period
- **Quartile Pay Bands** – the proportions of male and female full-pay relevant employees in the Lower, Lower-Middle, Upper-Middle, and Upper quartile pay bands.

Headlines about the gender pay gap tend to focus on the median figure, which ignores extremes and is therefore thought to be the most representative measure. It is, however, important to report all these measures as each one tells you something different about the underlying causes of the gender pay gap and each one can mask issues that another may highlight.

### Reportable Data Including Prior Years Reporting

The mean gender pay gap on 31st March 2022 indicated that female staff percentage earning, less than male staff was 18.45% (2021: 20.73%, 2020: 15.35%; 2019: 11.28%; 2018: 17.6% and 2017:24.3%) with a median percentage gap of 30.03%.

Both the mean and median have reduced from the previous years (2021) reporting. Whilst we remain confident in all reporting periods, any changes are a result of the distribution of roles between female and male members of staff and not a result of unequal pay.

	31-Mar-20		31-Mar-21		31-Mar-22	
	Mean	Median	Mean	Median	Mean	Median
Gender Pay Gap	15.35%	30.73%	20.73%	35.58%	18.45%	30.03%
Gender Bonus Gap	0	0	0	0	0	0

Quartile	31-Mar-20		31-Mar-21		31-Mar-22	
	Female	Male	Female	Male	Female	Male
Lower	82.18%	17.82%	85.71%	14.29%	83.64%	16.36%
Lower Middle	81.03%	18.97%	80.52%	19.48%	80.45%	19.55%
Upper Middle	75.14%	24.86%	72.55%	27.45%	68.64%	31.36%
Upper	68.21%	31.79%	65.36%	34.64%	64.09%	35.91%

Teaching	31-Mar-20		31-Mar-21		31-Mar-22	
	Female	Male	Female	Male	Female	Male
Lower	66.13%	33.87%	61.67%	38.33%	64.89%	35.11%
Lower Middle	76.19%	23.81%	72.13%	27.87%	76.34%	23.66%
Upper Middle	68.25%	31.75%	68.33%	31.67%	64.52%	35.48%
Upper	59.68%	40.32%	58.33%	41.67%	59.14%	40.86%

Support	31-Mar-20		31-Mar-21		31-Mar-22	
	Female	Male	Female	Male	Female	Male
Lower	77.48%	22.52%	86.17%	13.83%	85.04%	14.96%
Lower Middle	88.29%	11.71%	79.57%	20.43%	78.74%	21.26%
Upper Middle	82.88%	17.12%	86.02%	13.98%	81.10%	18.90%
Upper	78.38%	21.62%	80.65%	19.35%	75.40%	24.60%

### Summary

In summary, the Overall Mean and Median pay gaps have reduced. This is largely due to proportionately more females in Teaching Roles. However, the increase in Teaching roles has been in the Lower and Lower Middle Quartile Pay Ranges, whilst the reduction in Support roles has been largest in the Upper and Upper Middle Quartile Pay Ranges.

The data for 2021-22 includes for the first time Holyhead, Waseley Hills and Arrow Valley Schools as the Trust has grown since the previous reporting period. This has had a direct impact on the movement of our gender pay gap. Following analysis, with the removal of this data and considering like-for-like reporting shows that the Trust would have reduced the Mean and Median gap by a greater percentage.

We continue to have much to be proud of at Central Region Schools Trust and Gender Pay Gap reporting incorporating the examination of our employee pay data differentials continues to bring a much-needed transparency to the different experiences of men and women across our Trust.

Externally benchmarked salary ranges on National Leadership, Teaching and Support Staff (NJC) scales enable everyone to be paid fairly for undertaking the same or a similar role within the Trust. Salaries are paid according to grade and annual pay awards irrespective of gender or any other protected characteristic. We are committed to the principle of equal pay for all employees and recognise the multi-faceted factors in achieving gender pay gap progress. Hence, closing the gap is not linear and gender reporting takes no account of the flexibility we offer in contract hours or full-time equivalent staff numbers which predominately remains societally populated.

Therefore, it is these insights into our people practices that will enable us to make changes that will have deep and lasting impact. We remain confident, that over time, our commitment to, inclusion, fairness and flexibility whilst endeavouring to remove any unconscious bias via enhanced recruitment practices, in line with our embedded values for Social Justice will continue to be reflected in our Gender Pay Gap figures.

We confirm that the Gender Pay Gap calculations are accurate and meet the requirements of the Equality Act 2010 (Gender Pay Gap Information Regulations 2017).