

Paradigm Trust Gender Pay Supporting Statement

Paradigm Trust supports the fair treatment, reward and recognition of all staff irrespective of gender. Paradigm Trust is a Multi Academy Trust which, at the data capture date of 31 March 2017 had 3 primary academies in East London, and 1 primary and 1 secondary academy in Ipswich, Suffolk. A significant proportion of the Trust's employees transferred into the organisation under TUPE arrangements.

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 and as an employer with more than 250 employees, Paradigm Trust is required to measure and report on the gender pay gap within the organisation. The gender pay gap is defined as the difference between the median hourly rate of pay between male and female employees.

At the snapshot date of 31st March 2017, the Trust had 370 full pay relevant employees of which 63 (17%) were male and 307 (83%) were female. Its workforce consists of leadership, teaching and support roles which are paid in accordance with the relevant pay scales.

1. Mean Pay Gap

The difference between the mean hourly rate of pay that male and female full pay relevant employees receive is 12.4%.

2. Median Pay Gap

The difference between the median hourly rate of pay that male and female full pay relevant employees receive is 10.2%.

3. Mean Bonus Gap

The difference between the mean bonus rate of pay that male and female relevant employees receive is 0%. This is because only 1 member of staff, a female, received a bonus within the relevant period.

4. Median Bonus Gap

The difference between the median bonus rate off pay that male and female relevant employees receive is 0%. This is because only 1 member of staff, a female, received a bonus within the relevant period.

5. The proportion of males and females receiving a Bonus Payment

During the 12-month period ending with the snapshot date 31st March 2017, 0% male and 0.3% of female relevant employees received a bonus payment.

6. The proportion of males and females in each Quartile Pay Band

The percentage of men and women in each quartile is shown below:

Lower quartile – 14% male and 86% female

Middle lower quartile – 19.5% male and 80.5% female

Middle upper quartile – 12% male and 88% female

Upper quartile – 22% male and 78% female

The data shows that Paradigm Trust has a much higher proportion of women in all quartiles, including the upper quartile.

Narrative

Whilst Paradigm Trust employs significantly more women than men at all levels, which is not unusual for the sector within which it sits, its gender pay gap at 10.2% (median pay gap) is higher than the national of 9.1% (Office for National Statistics, 2017). The Trust is committed to reducing the gap and aims to do so by:

Taking positive action as appropriate, and raising awareness amongst recruiting managers of the role of positive action in helping to reduce the gender pay gap

Continually reviewing our recruitment and selection practices, as well as those around the promotion and development of staff

Actively encouraging more female participants onto our growing future leaders programme

As part of our rolling review of employment policies, ensure any potential impact (either positive or negative) on the gender pay gap is fully considered

Undertake further work to develop our evidence base to help inform the above, and future, work to help the Trust to fulfil its commitment to reducing the gender pay gap.

The Trust also commits to report on equality and diversity, to its Board on an annual basis.

Supporting statement

I can confirm that the above information has been prepared using Paradigm Trust's payroll data from the snapshot date of 31st March 2017 and fairly represents the gender pay gap information. This initial report and its data provides a baseline for the Trust to compare to in future years to identify any trends and whether or not the actions identified above are having an impact.

Bill Holledge
Chief Executive Officer