

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 2018 had 3 primary academies in East London, and 2 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 2018, the Trust had 429 full pay relevant employees of which 70 (16.3%) were male and 359 (83.6%) 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 31.9%.

2. Median Pay Gap

The difference between the median hourly rate of pay that male and female full pay relevant employees receive is 41.3%.

3. Mean Bonus Gap

No staff received a bonus within the relevant period.

4. Median Bonus Gap

No staff received a bonus within the relevant period.

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

No staff received a bonus payment within the relevant period.

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 – 8% male and 92% female

Middle lower quartile – 12% male and 88% female

Middle upper quartile – 16% male and 84% female

Upper quartile – 29% male and 71% female

(all figures are rounded up or down to the nearest whole)

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, its gender pay gap at 41.3% (median pay gap) is considerably higher than the UK national of 17.9% (House of Commons Briefing Paper No. 7068, 8th November 2018).

The Trust's increase in its gender pay gap from 10.2% in 2017, to 41.3% in 2018 is a cause for reflection by the Trust. The data shows that there has been a relative decrease in the number of males employed in the mid lower and lower quartiles in the year to March 2018, and a relative increase in the number of males employed in the mid upper and upper quartiles. Because the Trust employs significantly more females than males, a single male appointment has a much more significant impact on the mean salary than the impact that a single female appointment has. Between March 2017 and March 2018, the Trust sadly lost its (female) CEO, and appointed a male CEO, Executive Principal, and Chief Finance Officer.

This said, 77.5% of those within the Trust paid on the mid upper and upper quartiles are female.

None of the above should be confused with equal pay, which means that men and women in the same employment performing equal work must receive equal pay. The Trust uses agreed pay frameworks, and a recognised job evaluation scheme for its support staff, to ensure equal pay for like work, or work rated as equivalent, or work of equal value.

However, we recognise there is further work to be done to reduce the pay gap. In order to do so we have committed to taking the following actions:

Ensuring all our managers, and in particular those involved in the recruitment, selection and development of staff receive equality training appropriate to their role including raising awareness of unconscious bias

Ensuring all selection processes for jobs include a skill-based assessment task

Ensuring all advertisements for vacancies include a statement that the Trust is supportive of flexible ways of working, to encourage applicants with caring responsibilities

When advertising roles in which males or females are proportionately under-represented, we will include a statement to encourage applications from the under-represented group

The Trust is currently reviewing and expanding its suite of family friendly policies which will be available to all our employees. This will include options on flexible working, and different types of leave including extended leave.

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 2018 and fairly represents the gender pay gap information.

A handwritten signature in black ink that reads "W. J. Holledge". The signature is written in a cursive style with a large, stylized flourish at the end.

Bill Holledge
Chief Executive Officer