

Paradigm Trust Gender Pay Supporting Statement

for data capture date 31st March 2019

Paradigm Trust supports the fair treatment, reward and recognition of all staff irrespective of gender. Paradigm Trust is an education trust which, at the data capture date of 31st March 2019 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 2019, the Trust had 431 full pay relevant employees of whom 76 (17.6%) were male and 355 (82.4%) 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 28.8%.

2. Median Pay Gap

The difference between the median hourly rate of pay that male and female full pay relevant employees receive is 35.2%.

3. Mean Bonus Gap

Only one member of staff received a bonus within the relevant period. As that member of staff was male, the mean bonus gap is 100%.

4. Median Bonus Gap

Only one member of staff received a bonus within the relevant period. As that member of staff was male, the median bonus gap is 100%.

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

1.3% of male employees received a bonus payment within the relevant period. 0% of female employees received a bonus in this 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 – 11% male and 89% female

Middle lower quartile – 11% male and 89% female

Middle upper quartile – 16% male and 84% female

Upper quartile – 33% male and 67% female

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

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

Narrative

Whilst Paradigm Trust employs significantly more women than men at all levels, its median gender pay gap at 35.2%, whilst an improvement of 6% on last year's figure, is considerably higher than the UK national of 17.3% (Gender Pay Gap in the UK: 2019, Office of National Statistics, 29th October 2019). The Trust is concerned by this, and commits to taking action to reduce its gender pay gap.

Since the March 2018 gender pay gap data was published, the Trust has taken a number of steps including ensuring all selection processes for jobs include a skill-based assessment task, and that job advertisements make it clear that we are open to flexible ways of working.

For the first time, we have introduced a Flexible Working policy and an Extended Leave policy as a means of supporting our staff to have a better work-life balance, and we are also reviewing our other family-friendly policies to ensure they remain competitive. Because of the timings of pay gap reporting, the full impact of these actions are unlikely to be seen until next year's reporting (for the year ended March 2020).

Currently, approximately 250 of our employees benefit from some form of part-time or flexible hours working, including compressed hours, and term-time only working. Additionally at least 20 employees are able to work from home for at least a proportion of their working hours. More needs to be done however.

Paradigm Trust has undertaken a detailed analysis of the data for the reporting year ended 31st March 2019 to try and better understand the reasons behind its gender pay gap and therefore enable us to undertake more targeted actions.

This analysis has provided some interesting results:

- Our median gender pay gap for support staff across all schools is 0% (i.e. there is no gender pay gap) which is significantly better than the national average
- For our teaching staff across all schools, the median gender pay gap is 11%. Whilst better than the national average, our aim is to get to a point where we have no gender pay gap and so we will take measures to understand what will help to continue to reduce it.
- For our Central Services staff (CEO, HR, Finance, Estates, Procurement and School Improvement) the median gender pay gap is 50.0% which is significantly above the national average.

At 31st March 2019, an analysis of Central Services staff shows that of a total of 16 staff, 11 (68.7%) were female and 5 (31.3%) male. However males were disproportionately represented on the upper pay quartile: 60% of males (3) employed in Central Services were paid on the upper quartile, as compared to 9.0% of all Central Services' females (1). Just over 36.3% of all Central Services' female staff (4) are paid on the lower quartile, with no males paid in this quartile.

It is clear from these figures that whilst Paradigm Trust has a significantly lower than national average gender pay gap in relation to its teachers and school-based support staff, more work needs to be undertaken to continue to reduce the pay gap and particularly within its Central Services team. Actions that the Trust will undertake include:

- Trust-wide rolling out of recruitment and equalities training for managers involved in recruiting and selecting staff
- Conducting a more detailed analysis of staff reasons for leaving, to explore whether there may be any unintentional barriers to female staff progression and/or retention
- The continuation of its work on its family friendly policies to ensure we are an employer of choice, particularly for those who are trying to balance a career with caring responsibilities
- Encouraging national advertising of all Central Services' vacancies, to include social media. A statement encouraging applications from under-represented groups will be included. Interview selection panels for Central Services' appointments, in particular, will include at least one female
- In Spring 2020 we are launching a new HR management information system, which will ensure all job applications are anonymised at the point of shortlisting for interview.

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 2019 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, sweeping flourish at the end.

Bill Holledge

Chief Executive Officer