

Paradigm Trust Gender Pay Gap Supporting Statement

for data captured at 31st March 2020

INTRODUCTION

The following provides gender pay gap data for Paradigm Trust based on a snapshot date of 31st March 2020, and explains the key causes and our plans for addressing the gap.

Gender pay is different from equal pay. Gender pay measures the difference in average earnings between men and women regardless of the nature of their role; whereas equal pay means that men and women doing the same, similar or equivalent work must be paid the same. The Trust takes steps to ensure equal pay within the organisation, including the application of a recognised job evaluation scheme for support staff, and is confident that it pays men and women the same for carrying out the same roles. The following findings relate to gender pay.

REPORTABLE DATA

At the snapshot date of 31st March 2020, the Trust had 411 full pay relevant employees¹ of whom 76 (18.5%) were male and 335 (81.5%) female. Its workforce consists of leadership, teaching and support roles which are paid in accordance with the relevant pay scales.

The following data relates to this snapshot date, and has been uploaded onto the government website. This is data that is required by the government, and the Trust has no flexibility in the way it is presented:

i. Mean Pay Gap

The difference between the mean hourly rate of pay that male and female full pay relevant employees receive is 28.6%. *(28.84 previous year)*

ii. Median Pay Gap

The difference between the median hourly rate of pay that male and female full pay relevant employees receive is 39.4%. *(35.22 previous year)*

¹ Full pay relevant employees are those employees who at the snapshot date were paid their full pay. It excludes, for example, employees who had unpaid special leave, maternity leave etc.

iii. Bonus Gap

Only one member of staff received a bonus within the relevant period. As that member of staff was male, the mean and median bonus gap is 100%. *(No change)*

iv. 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.

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

The percentage of men and women in each quartile is shown below. Please note that the workforce as a whole is 18.5% male, and just over 81.5% female:

Lower quartile	– 13% male and 87% female
Middle lower quartile	– 9% male and 91% female
Middle upper quartile	– 18% male and 82% female
Upper quartile	– 34% male and 66% female

UNDERSTANDING THE GENDER PAY GAP

Paradigm Trust is a multi-academy trust which, at the capture point of 31st March 2020, had 3 primary schools in Tower Hamlets; and 2 primary and 1 secondary schools in Ipswich, Suffolk. A total of c450 employees was made up of:

- 50% support staff within the schools (split 90% female, 10% male)
- 45% teaching staff (split 74% female, 26% male)
- 5% central services support staff (split 81% female, 19% male)

Overall, 81.5% of the Trust's employees were female, and 18.5% male.

This year, the Trust has seen a slight reduction in its overall mean pay gap, but an increase in its median pay gap. The Trust takes its pay gap very seriously, and in order to understand the gap, we have conducted a detailed analysis and the gender pay gap within our organisation can be attributed to three key components:

- Seniority of role - women are more likely to be working in less senior roles
- Working pattern - women are more likely to be working part-time, including term time roles, which are more common in the lower pay quartiles

- Type of role - whilst our workforce is predominantly female, the proportion of women in support staff roles is even higher than in teaching roles. Average salaries for teaching roles tend to be higher than for support staff roles.

According to the Office for National Statistics, in April 2020 the all staff gender pay gap was 15.5%. Whilst our overall gender pay gap is disappointingly higher than this, there is also positive news in that there is no gap for support staff in our schools; and at 11.5% and 12.9% the gap for Central Services support staff and teaching staff respectively are significantly better than the national average. Nevertheless, we are firmly committed to reducing our gender pay gap and to this end we will undertake the following steps.

PLAN TO ADDRESS THE GENDER PAY GAP

The Trust has already taken a variety of actions over recent years to try and address its gender pay gap, including introducing a comprehensive suite of family friendly policies, rolling out coaching/leadership professional development, and reviewing its recruitment processes. However we recognise that more needs to be done.

We will:

Culture - continue to build on our current culture of flexible working and respect for work life balance. The Trust has generous Maternity, Adoption and Shared Parental Leave, Flexible Working, and Extended Leave policies and we will actively promote these including for senior level and teaching roles/appointments, to ensure that women and men take advantage of them, and are visibly valued.

Recruitment and selection - regularly review our recruitment and selection processes and practices, which will include positively encouraging the under-represented gender in our recruitment advertising. The Trust has recently implemented a new HR management information system that includes a recruitment module, which ensures all job applications are anonymised at the point of shortlisting for interview. We are also in the process of rolling out training which includes a specific focus on equality and diversity, for all those involved in recruiting and selecting staff.

Professional development - undertake a more detailed analysis of our senior leadership/leadership teams, and of those leaving the Trust, to try and better understand the gender pay gap. Meanwhile we will review our approach to encouraging talented women into leadership roles, including ensuring opportunities are open to those returning from family leave or seeking flexible working.

DECLARATION FROM BILL HOLLEDGE, CEO

I can confirm that the above information has been prepared using Paradigm Trust's payroll data from the snapshot date of 31 st March 2020 and fairly represents the gender pay gap information.

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

Bill Holledge Chief Executive Officer