



*Creative
Education
Trust*

GENDER PAY GAP REPORT

1. Introduction

In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 the Trust should normally report its Gender Pay gap annually. Given the Covid – 19 pandemic the government agreed that organisations were not required to submit data for the period April 2019-March 2020 by March 2021, however the Trust has a firm commitment to equality, diversity and inclusion and has chosen to produce the required information. The data capture for this period is taken as at 31 March 2019.

The data capture only includes 'full pay relevant' employees which means that anyone who has earned less than their normal pay in the data capture period e.g. on half pay, Statutory Maternity Pay or unpaid leave would be discounted for this purpose.

In 2019 the national data indicated a gender pay gap of 16.2 % of the mean hourly pay rate and 17.3% of the median hourly pay rate. However, in the education sector there was a different picture, as illustrated below.

| | Median | Mean |
|--|---------------|-------------|
| Education Total | 25.4 | 17.0 |
| Primary education | 23.4 | 12.5 |
| Secondary education | 21.7 | 14.7 |
| General secondary education | 29.0 | 17.2 |
| Technical and vocational secondary education | 19.0 | 10.8 |
| Educational support activities | 34.1 | 20.0 |

A small comparison of the Queen Street Group data gives insight into the Multi-Academy Trust sector. The figures below are for the year ending March 2019, most have not yet posted data for 2019/20.

| | Median 18/19 | Mean 18/19 | Median 19/20 | Mean 19/20 |
|---------------|-------------------------|-----------------------|-------------------------|-----------------------|
| AET | 38.3% | 25.8% | 37.7% | 25.7% |
| Brooke Weston | 36.1% | 26.5% | 31.4% | 23.9% |
| Cabot | 26.1% | 24.5% | | |
| Ormiston | 27.1% | 18.8% | | |
| Oasis | 21.7% | 21.2% | | |
| CET | 40.59% | 22.51% | 37.15% | 20.08% |



2. Gender Pay Gap Data 2020

The figures for 2019 are set out below and are compared to the previous year's data. This is the format required by the government for publication.

| | Gender Pay Gap 2018 | Gender Pay Gap 2019 | Gender Pay Gap 2020 |
|--------------------|---------------------|---------------------|---------------------|
| Mean hourly rate | 23.4% | 22.51% | 20.08% |
| Median hourly rate | 33.7% | 40.59% | 37.15% |

| | Male 2018 | Female 2018 | Male 2019 | Female 2019 | Male 2020 | Female 2020 |
|-----------------------|-----------|-------------|-----------|-------------|-----------|-------------|
| Upper quartile | 37.6% | 62.4% | 35.7% | 64.3% | 36.97% | 63.03% |
| Upper middle quartile | 27.5% | 72.5% | 37.05% | 62.95% | 37.44% | 62.56% |
| Lower middle quartile | 17.9% | 82.1% | 24.8% | 75.2% | 24.11% | 75.89% |
| Lower quartile | 14.6% | 85.4% | 11.8% | 88.2% | 11.85% | 88.15% |

No employees were paid a bonus in March 2019.

3. Data Analysis

The Trust's mean gender pay gap has improved between each reported year and is broadly in line with the education sector and the QSG trusts. After an increase in the percentage difference of the median hourly rate in 2019 this has now begun to decrease.

The main reason for the change in 2019 was the inclusion of four large secondary schools which joined the Trust during 2018 after the reference period of March 2018. These schools increased the staff numbers by almost 50%. Several of these schools have undergone restructures in the first year of operation which has brought them more in line with the profile of the Trust.

The key gender pay gap issue in the school's workforce is the large number of low paid, predominantly female workforce. In total the Trust's workforce is comprised of 38% male and 62% female. As can be seen from the quartile data above there is a slightly higher proportion of females in the upper quartile than in the overall workforce indicating that the senior roles have a representative presence in the gender split. However, the proportion of males to females in the lower quartile and lower middle quartile illustrates why the Trust data is skewed to show a higher pay gap on the median figure.



4. Proposed Action

The Trust has a clear commitment to equalities both in the provision of its services to students and to its staff and is committed to the reduction of the gender pay gap wherever possible.

The analysis of our workforce data to establish the trends of progression, turnover etc. is difficult given our current information sources. The Trust is committed to improving this position so that in the future it is able to undertake a more granular analysis of the workforce and target its action plan more precisely.

In addition to the systems/ data improvement the Trust will ensure that its recruitment activities are targeted to attract a broad range of applicants and to encourage those in under-represented groups. Recruitment and selection activities will continue to be monitored to ensure that there are no biases at any stage.

The schools in the Trust have originated from a wide range of different employers and although all of them are aligned to national pay and conditions different benefits are being offered. The Trust is committed to a review of the current reward packages across the schools to ensure comparability of the benefits offered and that we are able to maximise the attractiveness of our employment offer to become an employer of choice.