

Gender Pay Gap Report

Launceston College Multi Academy Trust

March 2018

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1.0 INTRODUCTION

This report contains the Launceston College Multi Academy Trust's (MAT's) disclosure of the gender pay gap.

All companies with 250 or more employees are now required to publish their gender pay gap. The gender pay gap is the difference between the hourly rate of pay for male employees and female employees.

The gender pay gap is reported using the following data from the sample:

- Mean – Average hourly pay
- Median – The mid-point of the hourly rate of all salaries when organised from lowest to highest
- Quartiles – The distribution of gender in each pay quartile (i.e. organising the hourly rate from lowest to highest, splitting them into four equal groups and showing how many men and women are in each group)
- Bonuses – The number of staff receiving bonuses by gender and the gender gap for bonus payments.

In order to calculate the gender pay gap at the Launceston College MAT, we have used the data from all staff who fall into the category of a 'Relevant Full Pay Employee' as defined in the Acas guidance 'Managing Gender Pay Reporting'¹. This includes all staff, regardless of their contract term or permanency, but excludes staff who have taken unpaid leave during the sample period.

The schools that were part of the Launceston College MAT during the sample period were Launceston College and Bideford College, two secondary schools in Cornwall and Devon respectively.

Staff who work at Launceston College were originally appointed on Cornwall Council pay scales and staff who work at Bideford College were appointed on Devon County Council pay scales. This causes some disparity in pay across the two schools, however not within the individual schools. All new staff are appointed to the MAT-wide pay scales.

2.0 CONTEXT

Equal pay means that men and women are paid the same for doing the same job. This is not what the gender pay gap is reporting on.

The gender pay gap shows the difference between the hourly earnings for both men and women across the organisation, not specific to a role.

The national average gender pay gap as a percentage of median pay is 9.1%².

3.0 THE GENDER PAY GAP AT LAUNCESTON COLLEGE MAT

The number of relevant full pay employees included in the sample was 387. Of this sample, 275 were female (71%) and 112 were male (29%).

Mean gender pay gap

The mean gender pay gap is 22.46%. This means that men are, on average, paid 22.46% more per hour than women.

The mean hourly rate for women is £14.14316, compared to £18.23918 for men. This makes a difference in average hourly rate of £4.10.

Median gender pay gap

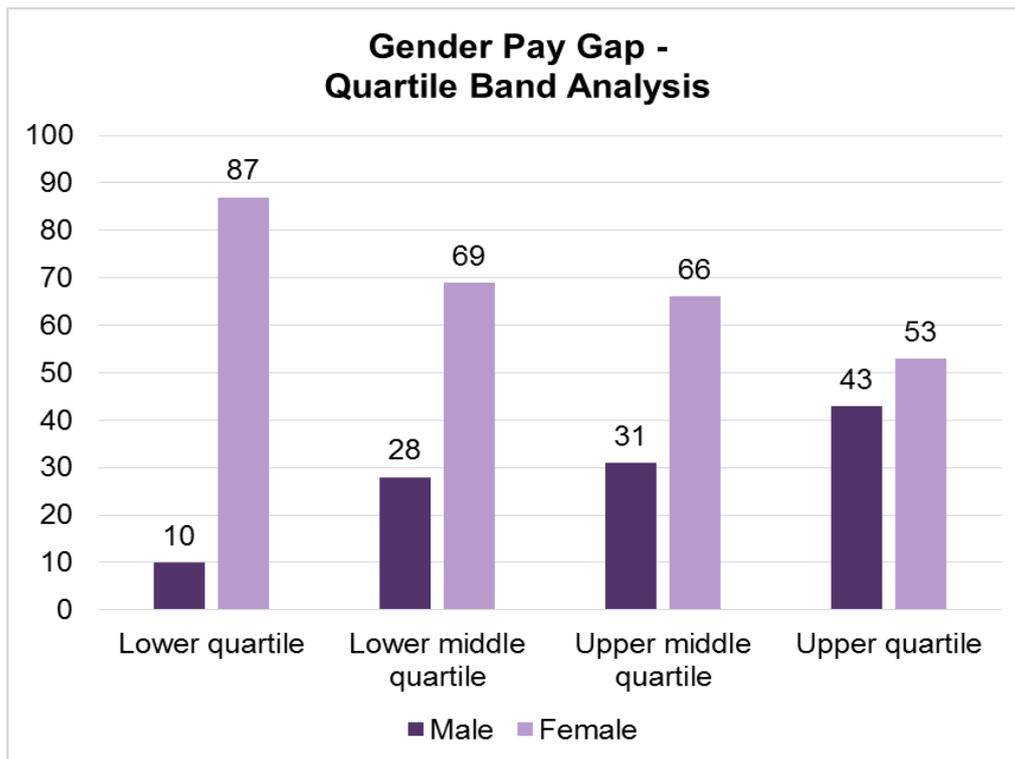
The median gender pay gap is 43.75%

This means that, when organised from lowest hourly rate to highest hourly rate, the mid-point for men is 43.75% more than the mid-point for women.

The median hourly rate for women is £10.6997, compared to £19.02214 for men. This makes a difference in median hourly rate of £8.32.

Quartile band analysis

The hourly rate for relevant full pay employees was organised from lowest to highest and this was then split into four equal groups. The total number of men and women in each quartile is listed below:



Quartile	No. of employees	% Male	% Female
Lower	97	10.31%	89.69%
Lower middle	97	28.87%	71.13%
Upper middle	97	31.96%	68.04%
Upper	96	44.79%	55.21%

Bonus gender pay gap

The proportion of men and women receiving bonus payments was zero. This equated to a mean and a median bonus gender pay gap of 0%.

4.0 NARRATIVE

The Launceston College MAT uses fixed salary scales so that different employees appointed to the same role cannot be paid a different hourly rate.

For example, teachers are paid on the main teaching scale. A newly qualified teacher starts at point 1 of the scale and moves up the scale to point six. All six points are fixed amounts and do not differ between staff, regardless of gender.

Similarly support staff are paid in pay grades, each of which has fixed points. For example, the role of cleaner would be pay and graded at a fixed grade. This fixed grade would be paid to all staff, regardless of gender.

An example of this grading can be seen particularly in the upper middle quartile, where the average hourly rate for both men and women is identical at £17.32.

We analysed the quartiles in more detail to establish how they were split between roles and working hours. The results were as follows:

- 100% of employees in the lower quartile were support staff and 99% were in part time roles.
- 89% of employees in the lower middle quartile were support staff and 87% were working part time roles.
- 75% of employees in the upper middle quartile were teaching staff and 66% were working in full time roles.
- 99% of employees in the upper quartile were teaching staff and 80% were working in part time roles.

This data could indicate that more women are seeking part time employment, which is resulting in them taking lower paid and more junior positions.

5.0 SUPPORTING STATEMENT

At the Launceston College MAT we are committed to equal opportunities and believe in an inclusive culture that empowers all colleagues to be the best they can be.

We are confident that men and women across our organisation are paid equally for doing the same job. The gender pay gap does however show that there is work to be done to encourage more women into senior roles.

Currently our workforce is 71% female, with a higher number of women than men in every quartile. The lowest quartile shows the most significant difference, with a large proportion of women working in lower paid, support staff roles. Our further research indicates this could be in order to access more flexible working hours in the form of part time work.

The pay gap would be eliminated if we recruited the same proportion of men and women to each hourly rate of pay as the overall proportion of men or women across the MAT. This could imply a need to recruit more males to the lower paid roles.

We have developed a leadership development program for support staff, which aims to encourage those who are in lower paid positions within the organisation to develop the leadership skills required to apply for and succeed in more senior roles.

We understand that reducing the gap will take time but are committed to doing so. We will be looking at the following areas over the coming year:

- Ensuring that there is no bias in our recruitment processes
- Ensuring that career development opportunities are distributed fairly
- Ensuring that support is provided to female employees who have children
- Considering whether senior roles can be advertised on a part time basis

We will continue to promote an environment that empowers all of our colleagues to succeed.

Jack Jackson
CEO, Launceston College MAT

6.0 PUBLICATION

The gender pay gap report for the Launceston College MAT will be published annually by the 30th of March of the subsequent year.

The report will be published on the MAT website and the designated government website.

The report will be maintained on the MAT website for a minimum period of 3 years.

7.0 REFERENCES

1. Acas and the Government Equalities Office. 2017. *Managing gender pay gap reporting*. [ONLINE] Available at: http://www.acas.org.uk/media/pdf/m/4/Managing_gender_pay_reporting_04_12_17.pdf. [Accessed March 2018].
2. Office for National Statistics. 2018. *Understanding the gender pay gap in the UK*. [ONLINE] Available at: <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/articles/understandingthegenderpaygapintheuk/2018-01-17#headline-measure>. [Accessed March 2018].