

Launceston College

A Multi Academy Trust

GENDER PAY GAP REPORT

March 2020

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1.0 INTRODUCTION

The Launceston College Multi-Academy Trust comprises the following schools:

Altarnun Primary School
 Atlantic Academy
 Bideford College
 Egloskerry Primary School
 Launceston College

The Launceston College Nursery is a trading subsidiary of the MAT.

We are an employer required by law to carry out Gender Pay Gap Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. As an employer recognised as a public sector organisation, the data for the report is required to be extracted from our management information system on the 31 March, and published by 30 March the following year. The report needs to be prepared and published annually, and the reports need to be accessible online for three years.

The report involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation and using the results to assess:

1. The levels of gender equality in our workplace, and
2. The balance of male and female employees at different levels.

The six calculations are:

Mean gender pay gap	Median gender pay gap	Mean bonus gender pay gap	Median bonus pay gap	Proportion of male and female employees who received a bonus	The proportion of male and female employees within each pay quartile
The difference between the average pay of all women and men	The difference in pay between the middle man and middle woman if you were to line up all employees in the organisation according to pay	The difference between the average bonus pay of all women and men	The difference in bonus pay between the middle man and middle woman if you were to line up all employees receiving bonuses in the organisation according to pay		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)

Figure 1: Explanation of the six gender-gap calculations

Calculating Pay Gaps

Mean Gender	= $\frac{\text{Male mean earnings} - \text{Female mean earnings}}{\text{Male mean earnings}} \times 100$
Median Gender	= $\frac{\text{Male median earnings} - \text{Female median earnings}}{\text{Male median earnings}} \times 100$
Mean Bonus Gender	= $\frac{\text{Male mean bonus pay} - \text{Female mean bonus pay}}{\text{Male mean bonus pay}} \times 100$
Median Bonus Gender	= $\frac{\text{Male median bonus pay} - \text{Female median bonus pay}}{\text{Male median bonus pay}} \times 100$

Pay quartiles

1. Rank all employees from highest to lowest paid
2. Divide into four equal parts
 - a. Upper quartile
 - b. Upper middle quartile
 - c. Lower middle quartile
 - d. Lower quartile
3. Calculate the percentage of male employees and percentage of female employees in each quartile.

Legal requirements

Failure to comply with the gender pay gap regulations will constitute an 'unlawful act' under section 34 of the Equality Act 2006, empowering the Equality and Human Rights Commission (EHRC) to take enforcement action.

Employers must publish the data and a written statement confirming that the information is accurate, on their **searchable** website. The government intends to create sectoral league tables to ensure information is understood, comparable and drives impact.

2.0 CONTEXT

The gender pay gap differs from equal pay in that equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value, whereas the gender pay gap shows the differences in the average pay between men and women. If a workplace has a particularly high gender pay gap, this can indicate there may be a number of issues to deal with, and the individual calculations may help to identify what those issues are.

For the purposes of gender pay reporting, the definition of who counts as an employee is defined in the Equality Act 2010. This is known as an 'extended' definition which includes:

- employees (those with a contract of employment)
- workers and agency workers (those with a contract to do work or provide services)
- some self-employed people (where they have to personally perform the work)

Each part time worker will count as one employee for gender pay reporting purposes. Where we operate a job-share, then every employee within the job-share counts as one

employee each. So, if two people job-share, they would still count as two employees for gender pay reporting purposes.

3.0 WHAT CAUSES THE GENDER PAY GAP?

Factors which are reinforced by structures and institutions, are the largest driving factors of the gender pay gap, in particular these include:

Vertical segregation

The underrepresentation of women in senior, high-paying roles. This incorporates occupational segregation, which the Government Equalities Office defines as how women are more likely to work in occupations with high proportions of female co-workers, which tend to be less well paid. The underrepresentation of women in senior higher-paying positions contributes to both the mean and median gender pay gap. This is represented by occupational segregation in Figure 2.

- From age 30 years and on, women are less likely to occupy senior positions and employment rates for women start to level off from this age onwards. The average age of mothers is 28.8. *Source: Women in the Labour Market, ONS (2013)*
- Women are much more likely to take career breaks and to work part-time than men (41% and 13% respectively). *Source: Women and the Economy Briefing Paper, House of Commons Library (2018)*
- The causes of vertical segregation relate to organisational practices, gender discrimination and gendered family roles – women shouldering the majority of unpaid domestic and care work.

Horizontal segregation

Represented by industrial sector. Women are more likely to work in lower paid and lower skilled industries, whereas men tend to work in higher paid sectors. The concentration of women in lower-paid sectors, industries and occupations. This is represented by industrial sector in Figure 2.

- From a very young age, boys and girls are exposed to stereotypes and assumptions about the work women and men “should” do.
- These societal conventions are reinforced by media, education and opinions heard within their social networks as they grow up and can influence young people’s career choices as well as biases about women in work that they take with them into employment.

Gender discrimination, bias and corporate cultures

Incorporated in the unobserved factors that are not covered by the Government Equalities Office data.

- Unconscious bias, stereotypical views of gender and workplace discrimination with recruitment, progression and training. This is represented by unobserved factors in Figure 2.
- Moreover, direct and indirect discrimination can creep into pay and benefits systems, e.g. unequal pay.
- Other factors such as personal choices or corporate cultures can also influence the gender pay gap.

Caring responsibilities

This cuts across the other causes of the gender pay gap but, in the table in Figure 2, it relates to the labour market history. Men and women participate differently in the labour market. They therefore accumulate different work histories which in turn affects their wages, human capital and productivity.

Women continue to take on the majority of responsibilities caring for adults and children. This is represented by labour market history in Figure 2. Equal Lives research carried out by Business in the Community found that in working families in the UK, women are eight times more likely to take the primary role in caring for children and are one and a half times more likely to take the lead in caring for adults. *Source: Equal Lives, Business in the Community (2018).*

Factors impacting gender-gap	Percentage
Occupational segregation	14
Industrial sector	21
Unobserved factors	25
Labour market history	40

Figure 2: Drivers and protective factors of the gender pay gap in the UK (2018)

Source: *The gender pay gap in the UK: Evidence from the UKHLS, Government Equalities Office, (2018)*

4.0 THE GENDER PAY GAP AT LAUNCESTON COLLEGE MAT

Gender	Total number of full-pay employees
Male	123 (28.12%)
Female	438 (71.88%)

Figure 3: Employee gender overview

	Mean gender pay gap in hourly pay (+/-)	Median gender pay gap in hourly pay (+/-)	Difference in mean bonus pay (+/-)	Difference in median bonus pay (+/-)
Hourly pay	Female: £14.33 Male: £18.29	Female: £10.33 Male: £17.59	No bonuses paid	No bonuses paid
	-£3.96 21.65%	-£7.26 41.25%		

Figure 4: Mean and median information

		Number of employees in band	Proportion of employees in band
Upper quartile	Male	44	40%
	Female	66	60%
Upper middle quartile	Male	36	32.73%
	Female	74	67.27%
Lower middle quartile	Male	29	26.61%
	Female	80	73.39%
Lower quartile	Male	14	12.84%
	Female	95	87.16%

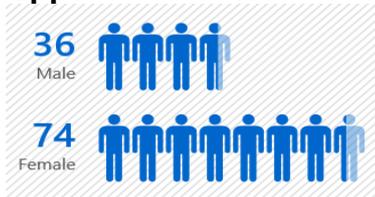
Figure 5: Quartile information analysis

Infographic – quartile composition

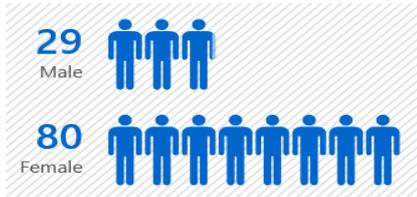
Upper Quartile



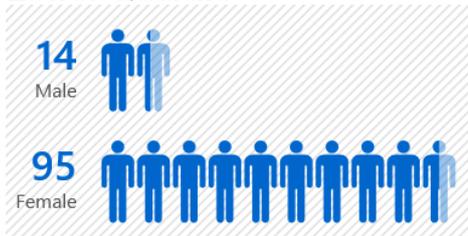
Upper Middle Quartile



Lower Middle Quartile



Lower Quartile



5.0 NARRATIVE

Understanding gender pay gap information in the Trust

When considering the gender pay gap information generated in this report, it is prudent to bear in mind the staffing structure of the Trust. Figure 6 shows that there are substantially more part time support staff working within the Trust than any other cohort. To understand if there is a genuine pay-gap in the Trust, it was considered necessary to investigate the figures further.

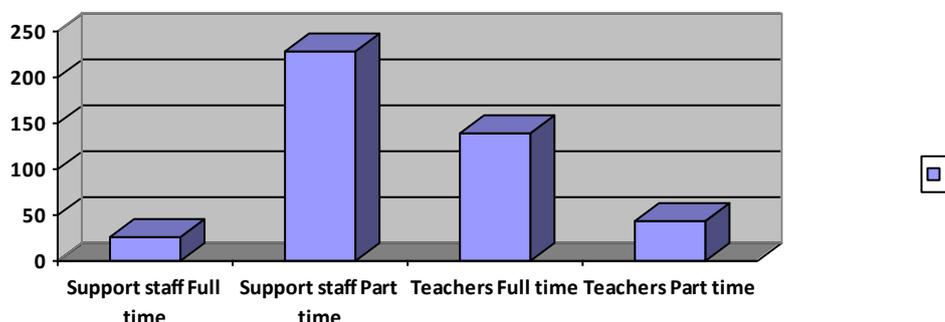


Figure 6: Distribution of positions in the Trust

Why does our MAT have a gender pay gap?

Conducting a deeper analysis of the headline figures shows that whilst there is a gender pay gap in the Trust when taken as a whole, the gap fluctuates widely when the analysis is carried out at a finer level.

In the headline figures, the mean gender pay-gap shows that men are paid £3.96 more per hour than women, however, Figure 7 shows that the pay-gap differs depending on the cohort you are in. For instance, full time female support staff are actually paid, on average, £5.24 an hour **more** than their male peers, and part-time female teachers are paid, on average, £2.39 **more** than part-time male teaching staff. There is very little differential in part time support-staff average hourly pay, even though this is by far the largest cohort. The largest area for investigation appears to be within the full-time teacher cohort, which has the largest pay differential with women being paid 19% less than men.

	Support staff Full time		Support staff Part time		Teachers Full time		Teachers Part time	
	Male	Female	Male	Female	Male	Female	Male	Female
Gender	19	8	33	195	57	82	14	30
Average age	47	51	45	48	44	40	45	42
Average pay	£10.53	£15.77	£9.28	£9.00	£26.20	£21.18	£20.39	£22.78
Gender pay gap in hourly pay as a percentage of men's pay	-49%		3%		19%		-11.72%	

Figure 7: Breakdown of average pay and gender across the MAT, broken down by cohort

How is the Trust working to reduce the gender pay gap?

Identifying that the full-time teacher cohort is the area with the biggest gender pay gap where men are paid more than women could be explained by the possibility of men staying in post for longer and rising up through the grade correspondingly. It could also be a sign of more men being in positions of responsibility. The Trust will carry out further investigations to identify the cause of this gap and work towards eliminating or reducing it in the future.

The Trust will be working towards:

- Allowing further opportunities for flexible working
- Promoting the Trust as a family-friendly workplace
- Ensuring staff and managers are invested in maintaining a healthy work/life balance
- Ensuring recruitment drives are gender-blind
- Advertising promotion opportunities
- Promoting professional development at all levels
- Promoting a well-being culture which, in turn, will result in higher retention of staff

6.0 SUPPORTING STATEMENT

The Trust is committed to ensuring that there are no inequalities within our workforce, and an inclusive culture is fostered and promoted throughout. We are confident that men and women across our organisation are paid equally for doing the same job. This is borne out and supported by our pay policy, which outlines our approach to pay within the Trust, and clarifies that remuneration for positions within the Trust is based on clearly set salary scales and job profiles. This ensures pay is based on the role performed and leaves no opportunity for bias or fluctuations based on gender. Additionally, progression through each scale is based on length of service regardless of gender.

As shown by the infographic in section 4, our trust has a high ratio of women to men. Currently our workforce is 72% 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, however, as our deep analysis showed, the gender pay gap at this level is only 3%. The Trust will always need staff to carry out lower paid, support staff duties and due to the fact that our workforce is predominantly female, we might therefore always carry a gender pay-gap when data is analysed school-wide.

We will look to encourage flexible working wherever possible and invest time in devising and implementing a well-being strategy, while continuing to advertise and recruit fairly and equally. We will introduce name-blind recruitment to help prevent bias. Additionally, we will aim over the coming year to investigate the differential in the full-time teacher cohort in order to understand the gap identified in this report and to work on reducing it as quickly as possible. Finally, we will continue to promote an environment that empowers all of our colleagues to succeed.

I confirm that Launceston College Multi-Academy Trust's gender pay gap calculations meet the requirements of the Regulations, and that the calculations, analysis and statement subsequently prepared is accurate.

Claire Penfold
CEO, Launceston College MAT
7th February 2020

7.0 PUBLICATION

The gender pay gap report for the Launceston College MAT will be published annually by 30 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.

8.0 REFERENCES

1. ACAS and the Government Equalities Office. Feb 2019. *Managing gender pay gap reporting*. [ONLINE] Available at: https://archive.acas.org.uk/media/4764/Managing-gender-pay-reporting/pdf/Managing_gender_pay_reporting_07.02.19.pdf [Accessed January 2020].
2. Office for National Statistics. 2019. *Gender Pay Gap in the UK: 2019*. [ONLINE] Available at: <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkhours/bulletins/genderpaygapintheuk/2019>. [Accessed January 2020].
3. The Prince's Responsible Business Network. Feb 2019. *Understanding your gender pay gap*. [ONLINE] Available at: <https://www.bitc.org.uk/wp-content/uploads/2019/10/bitc-gender-toolkit-gpg1understandinggenderpaygap-feb2019.pdf> [Accessed January 2020].