

Gender Pay Gap Report 2022

Effingham Schools Trust is committed to embedding a culture which upholds the principles of equality, diversity and inclusion. We ensure that we have pay bands or pay rates which are effectively benchmarked against similar job roles in the UK market. All staff will progress through the bands in the same way regardless of any protected characteristic including gender.

This report contains data relating to St Teresa's School and Cranmore School. There are 262 (full-pay relevant) employees of the Trust across both school sites. This is made up of 185 female and 77 male employees. We have not included any agency workers or externally employed contractors within our report.

Our report contains data relating to the gap in pay between men and women on both a median basis (pay per hour based on the person 'in the middle' of the distribution of pay) and the mean (average hourly salary). We have also disclosed the distribution of gender pay by pay quartile to display the proportion of men and women in each group.

This is the first report we have had to publish as we have previously not reached the threshold of 250 employees within the Trust. As a result, there is no comparative data available for 2021.

Mean Gender Pay Gap

The data demonstrates that male employees are paid 1% more than female (based on the average hourly salary).

Median Gender Pay Gap

The data shows that male employees are paid 4.6% less than female employees

Pay Quartiles

	Male %	Female %
Upper Quartile	30.8	69.2
Upper Middle Quartile	25.8	74.2
Lower Middle Quartile	32.3	67.7
Lower Quartile	28.8	71.2

Conclusion

The report for this year reflects the higher number of female employees across the Trust and the impact this has on pay. The data within the pay quartiles demonstrates that we have a greater proportion of female employees within senior roles. There is also a higher proportion of female staff in the lower two quartiles due to a higher number of women applying for part-time, term-time only roles.

As we continue to collate data for gender pay gap reporting we will be able to analyse progress and document change.

Confirmation

I confirm that this report and data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and that the information in this statement is accurate.

Claire Minikin
Director of Finance