

## **2018 Gender Pay Gap Reporting**

Feversham Education Trust continues to operate as an equal opportunities employer, and does not discriminate in any way (as defined by the Equalities Act 2010 and other relevant legislation), regarding recruitment, performance management and employee career development opportunities. We do not have any variation in pay between female and male staff undertaking the same role, however, the greater proportion of female in teaching roles, compared to support staff roles, creates what appears to be a gender pay gap across the mean and median when looking at the whole workforce but, again, not within roles.

As a Trust we are pleased to see improvements in both the mean and median gaps but understand there is still continued work to do.

We believe it should also be noted that the gender pay gap of the Trust is skewed by the fact that teachers' hourly rate is calculated over 38 weeks, whereas the support staff hourly rate is calculated over 52 weeks.

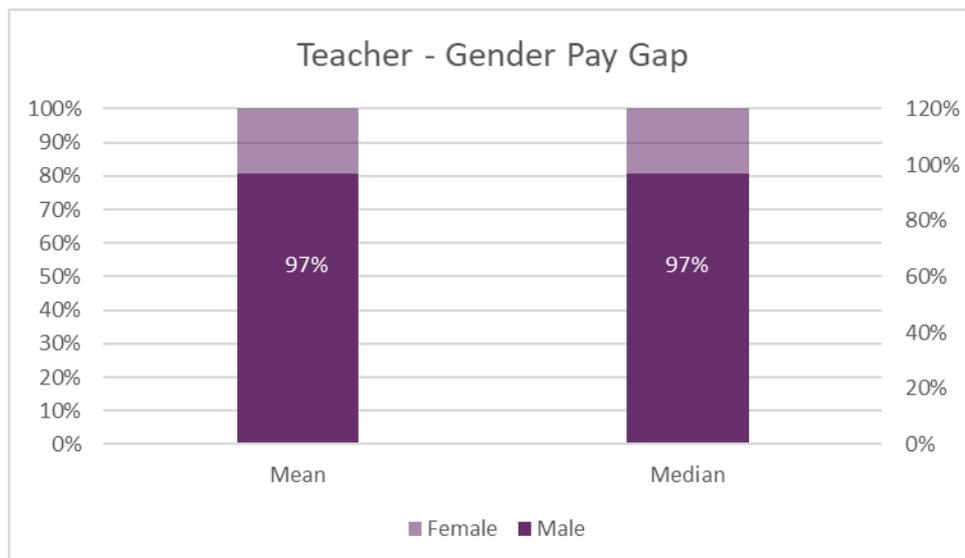
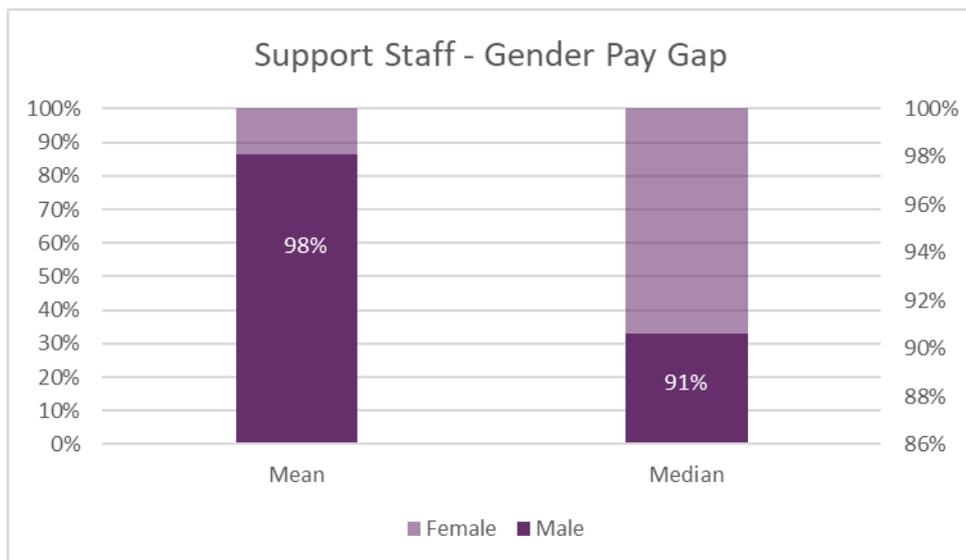
We also know that, compared with others in the sector, we continue to believe that directly employing our caterers, cleaners and site support staff will ensure that their terms and conditions, alongside pay awards and pension are protected. However, this does have an impact on our gender figures as much of our teaching staff are female resulting in a skewed interpretation in relation to our figures.

**Mubaaruck Ibrahim**  
**CEO of Feversham Education Trust**



## Gender pay gap by categories of staff

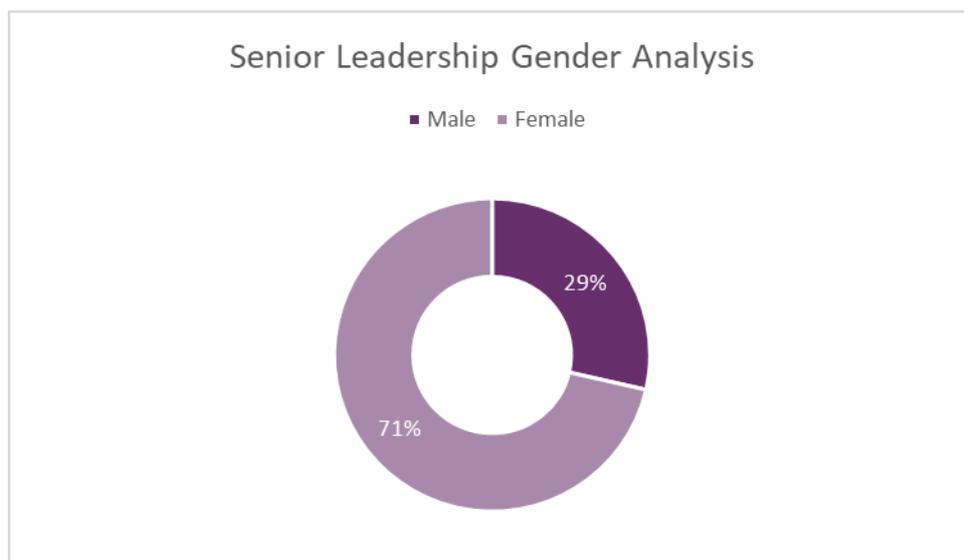
You will see below that within the two different categories of staff who are paid under different nationally set terms and conditions, **the gender pay gap is virtually eliminated.**





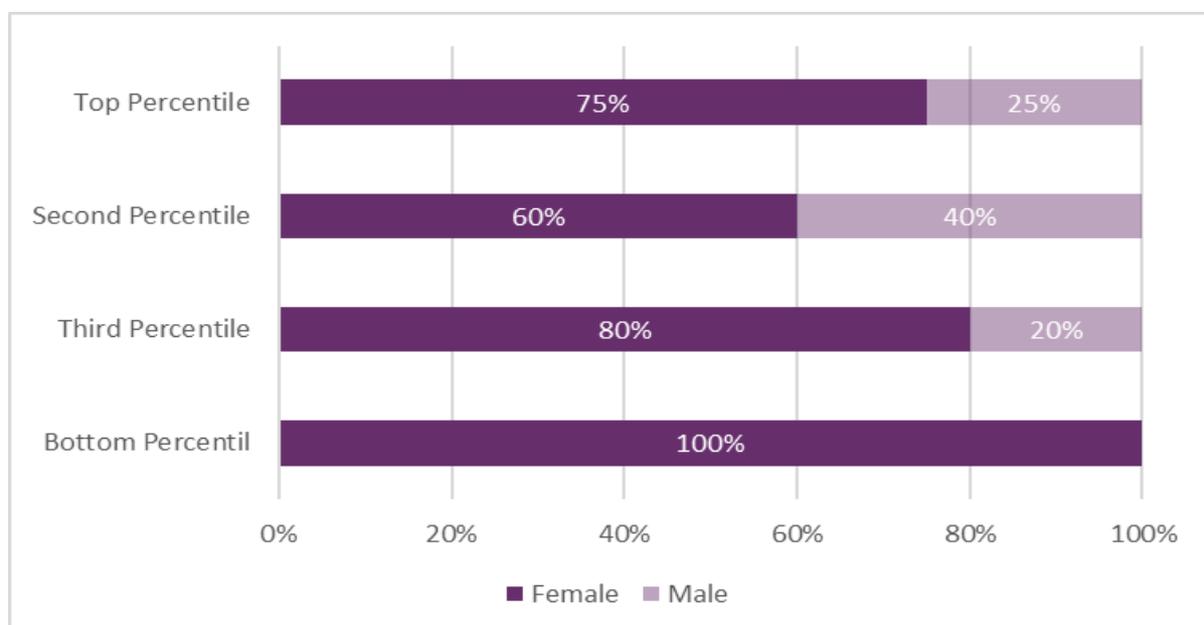
## Senior leadership gender analysis

The Trust has also reviewed the gender split of its senior leaders within the organisation, based on their role on SLT. The results are interesting and reflect, as we expected, the high percentage of female staff employed by the Trust. Within the senior leadership and executive leadership of the Trust, the gender balance shows a much higher percentage of female colleagues hold these senior roles.



## Proportion of male and female colleague in each pay quartile

This chart shows the gender split when we order hourly rates of pay from highest to lowest and group into four equal quartiles.





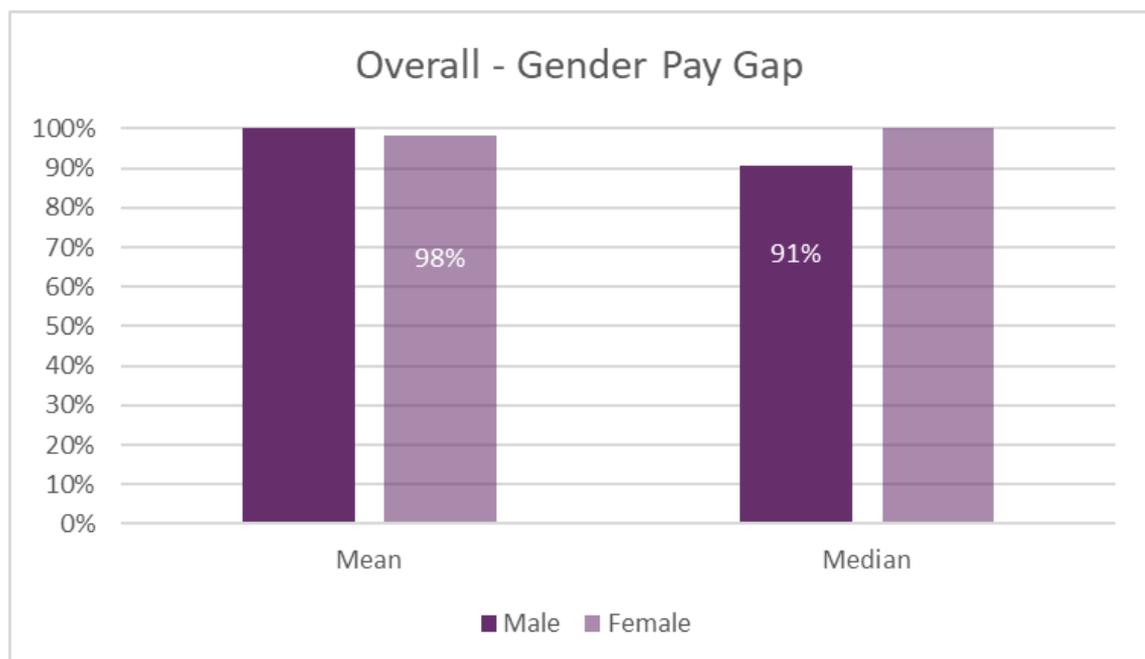
## Headline gender pay gap figures

The gender pay gap is defined as the difference between the mean and median hourly rate of pay that male and female colleagues receive.

The **mean** pay gap is the difference between average hourly earnings of men and women. The **median** pay gap is the difference between the mid points in the ranges of hourly earnings of men and women. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middle-most salary.

The figures provided in the charts opposite are based on hourly rates of pay as at 26 March 2018.

**Feversham Education Trust does not pay bonuses to any staff**, therefore, the further three statutory calculations of the mean bonus gender pay gap, the median bonus gender pay gap and the proportion of males and females receiving a bonus payment are not applicable.





## How are we supporting gender equality in the Trust?

We continue to challenge the historical imbalance in the education sector and inherited within schools that join the Trust, where a disproportionate number of lower paid support staff roles are occupied by female colleagues.

- We ensure that all senior and middle leaders undertake recruitment training, including recognising and challenging unconscious gender bias.
- The Trust has attended local University events to actively encourage NQTs both male and female to join us on our journey in their teaching career, inspire males in the teaching profession.
- We continue to further cultivate our family friendly culture, underpinned by our range of supporting guidance, advice and policies. An example of this on-going commitment is our Shared Parental Leave Policy.
- We are also committed to evolving our culture of ongoing targeted professional development to enable all employees to realise their full potential.

Underpinning all of our actions is the Trust's Equalities (HR) Policy which sets out our commitment to ensure that all people within the Trust, including students and staff, feel respected and valued and that recruitment and selection is open, transparent, fair and equal.