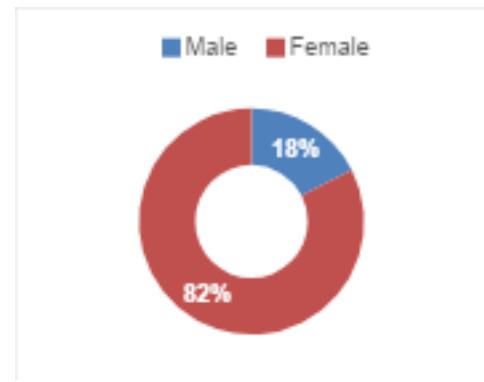


# Gender pay gap (March 2023)

Gender pay gap reporting is a legal requirement for all large organisations. This is the fifth year that Eko Trust has been required to report. The results can be used to assess the levels of gender equality in our organisation. The gender pay gap shows the difference in the average hourly rates of pay for men and women across the organisation. All the data in this newsletter relates to March 2022.

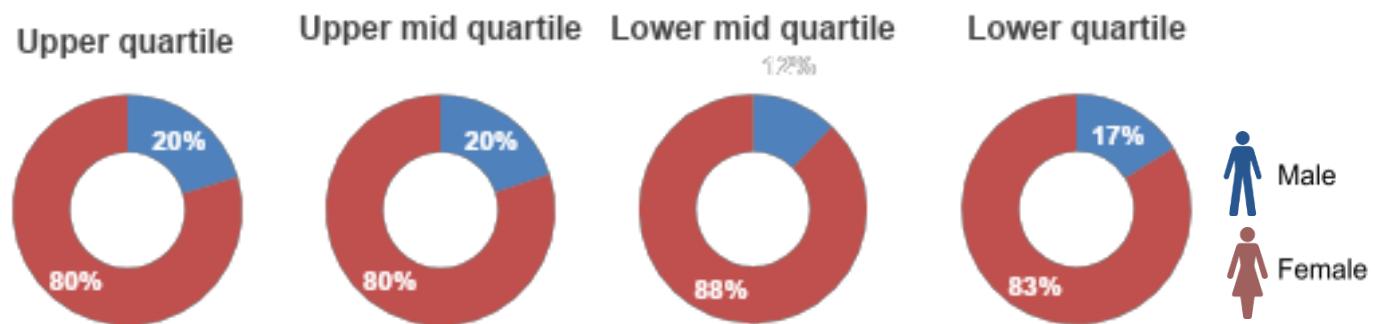
## Employment mix

As in previous years, in common with most schools and education providers, we employ a much higher number of women than men, although the proportion of females has reduced since last year. Now 82% of Trust employees are female whilst 18% are male.



## Quartile split

As part of the requirements of gender pay gap reporting we have ranked employees in order, from the lowest to the highest earners, and then divided them equally into four quartiles; lower, lower middle, upper middle and upper pay quartiles.



We can see that men are most likely to be part of the upper quartiles. Since 2021, the proportion of males in the upper quartile has decreased slightly.

## Our gender pay gap

In March 2022, the median difference between the hourly rates of pay men and women in the Trust was 15.5%, whereas the mean difference was 6.7%. The median gender pay gap has decreased from 31.7% since 2020. The median average is useful because it indicates the typical situation in organisations where pay rates cover a wide range. We need to consider both figures in order to understand the issues behind the data.



The much higher proportion of women in the Trust means that the average rate of pay for a female employee is less prone to being skewed by the highest earners, whereas the average rate of pay for male employees is more likely to be skewed by higher earners. This is one of the reasons for our gender pay gap.

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## Bonus pay

Organisations must also report on bonus pay; however, the Trust does not pay bonuses to either men or women.

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## Analysis of our data

We continue to have a good balance of men and women in senior grades, but we employ more women in lower pay bands. This may be because these roles, being mostly term-time only, tend to be very suitable for those with child care responsibilities. In our society this responsibility still tends to fall to women.

Further analysis of our workforce data shows that we continue to have a negative gender pay gap amongst senior leaders, but our overall gender pay gap of 15.5% continues to be largely driven by the high numbers of lower paid female support staff.

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## What we are doing to close the gender pay gap

The Trust continues to be committed to the promotion of equality of opportunity and choice for employees and supports the fair and inclusive treatment of all staff. We apply the national pay scales for teaching staff, and use the GLPC job evaluation scheme for our support staff, to ensure that male and female staff are paid equitably for the roles they carry out in the organisation.

We believe that it is important to have representation of men in classroom-based roles in the organisation to provide positive role models for children and we want to find ways of attracting men into all types of roles in our organisation. At the same time we want to ensure development opportunities and empowerment for women to move into more senior roles. We also want to ensure that there is support and availability of flexible working for staff (eg; job shares), particularly following maternity and paternity leave.

If you have any questions or ideas about how we can reduce our gender pay gap please contact your Head Teacher or Helen Cunningham, Trust Leader for People on [hcunningham@ekotrust.org.uk](mailto:hcunningham@ekotrust.org.uk)