



Unity Education Trust Gender Pay Gap Report 2023-24

Overview

As part of Government Legislation, Unity Education Trust is required to report specific data in relation to its Gender Pay Gap.

This gender pay gap information must be published within a year following the snap shot date and for each year after that employers have a headcount of 250 or more on their snapshot date.

Data

As per the statutory requirements, the data presented below is a snapshot of payroll information on 31 March 2023.

Total number of employees 756 – 620 females and 136 males

2022 – total number of employees – 840 – 672 females and 168 males

Percentage of men and women in each hourly pay quarter

| | Upper hourly pay quarter | | Upper middle hourly pay quarter | | Lower middle hourly pay quarter | | Lower hourly pay quarter | |
|--------------|--------------------------|------------|---------------------------------|------------|---------------------------------|------------|--------------------------|------------|
| | March 2022 | March 2023 | March 2022 | March 2023 | March 2022 | March 2023 | March 2022 | March 2023 |
| Men | 28.10% | 26.98% | 23.81% | 21.16% | 14.76% | 13.76% | 8.18% | 10.05% |
| Women | 71.90% | 73.02% | 76.19% | 78.84% | 85.24% | 86.24% | 91.82% | 89.95% |

Mean and median gender pay gap using hourly pay

| | March 2022 | March 2023 |
|---|------------|------------|
| Mean gender pay gap using hourly pay | 17.32% | 21.42% |
| Median gender pay gap using hourly pay | 22.54% | 25.86% |

No bonuses were paid during the period.



Supporting Narrative

The gender pay gap is the percentage difference between the average hourly earnings of all women and all men in the Trust's workforce, using the mean average and median average to calculate this.

The gender pay gap is not the same as equal pay. It is a legal requirement to pay women and men equally for the same role.

The reporting shows that males are more highly proportionalised in the upper middle and upper quartiles of the pay analysis but it must be recognised that Unity Education Trust employs significantly more female than male staff, which is typical of the education sector, noting that the reason for the pay differentials is entirely due to the difference in occupation. There has, however, been an increase of females within these quartiles.

Unity Education Trust promotes that fair treatment of all staff irrespective of gender through our transparent recruitment process, pay and professional development. At Unity Education Trust everyone is paid for the role they perform. Salaries are paid in accordance with the School Teacher's Pay and Conditions and the National Conditions of Service for Local Government Staff. Staff progress through their grade based on performance in role thus ensuring that earnings are based on performance outcome, irrespective of gender.

Unity Education Trust is an equal opportunities employer and is committed to ensuring that all staff receive equal pay for equal work, regardless of gender. Unity Education Trust recognises that it has a statutory duty under the Equality Act 2010 to pay 'due regard' to the following when exercising public functions: to eliminate discrimination, harassment and victimisation and other prohibited conduct, to advance equality of opportunity, to foster good community relations and in regard to gender Unity Education Trust will ensure that no employee or job applicant receives less favourable treatment on grounds of ethnic origin, colour, disability, creed, marital status, nationality, race, religion, culture, gender, gender recognition or sexual orientation; will have regard to equal terms for men and women in employment in accordance with the legislation, Unity Education Trust will not treat anyone less favourably than any other, on the grounds of any protected characteristic including gender, except when such treatment is within the law, and determined by lawful requirement

For 2023/24 Unity Education Trust took the following actions:

- Introduced a new Trust Committee, People, Pay and Performance, responsible for the implementation of the Trust's equality and diversity objectives, staff wellbeing, provision of CPD and communication. This committee also reviews Statutory policies in regard to staff to ensure compliance and to provide a consistent framework of response and action and advises the Board on matters relating to stakeholder engagement



- Maintained regular attendance at Joint Consultative Committee (JCC) with Trades Unions representatives to discuss and resolve matters and to keep abreast of developing National developments.
- Kept pay ranges for leaders, teachers and other staff under review and implemented pay adjustments.
- Implemented a career progression framework for teaching assistants and ABLs.
- Implemented a new Applicant Tracking System with live reporting of recruitment statistics
- Supported all staff to take advantage of training opportunities, CPD and apprenticeship programmes to develop their careers.

The Trust has the following priorities for 2024/25:

- To continue to identify appropriate training courses to support staff in their roles and aspirations; ensuring that these courses are a blend of both vocational and academic.
- To continue to support parental choice in terms of parental leave.
- To develop a Workforce Development Strategy to formalise the way in which the trust will work to ensure the best outcomes for pupils through a workforce who are resilient, committed, highly skilled, adaptive and valued.

We are committed to equality, diversity and inclusion and to closing the gender pay gap.

We will continue to positively recruit to all positions and ensure that our recruitment processes, pay and professional development policies are fair and transparent.

I can confirm that the information collated in the report has been drawn from our payroll providers and is an accurate reflection of the position relating to gender pay in our academies.

Joanne Thompson – Chief Financial Officer



Signed on behalf of the Trustees of Unity Education Trust

A handwritten signature in black ink, appearing to read "Glyn Hambling". The signature is fluid and cursive, with a large initial "G" and a long, sweeping underline.

Glyn Hambling – Chief Executive Officer

Dated 6.3.24