



1. Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees. The legislation requires that the following six calculations be published:
 - Average gender pay gap as a mean average.
 - Average gender pay gap as a median average.
 - Average bonus gender pay gap as a mean average.
 - Average bonus gender pay gap as a median average.
 - Proportion of males and females receiving a bonus payment.
 - Proportion of males and females when divided into four groups ordered from lowest to highest pay.
2. The gender pay gap is not the same as equal pay. Ever since the Equal Pay Act of 1970, it has been illegal to pay different amounts to males and females doing the same work, unless there is a 'genuine material factor' for the difference. The Heart of Mercia Multi-Academy Trust (HOM) is committed to the equality of opportunity for all in matters of pay.
3. The gender pay gap measure is the difference in the hourly pay of all employees in an organisation and is expressed as a percentage of male employees' hourly pay. It reported on a mean and median basis.
4. The mean is the overall average of all employees' salaries and can therefore be skewed by any extremely high or low salaries. The median involves listing all salaries in order, from lowest to highest, and picking the salary in the middle.
5. The figures for March 2020 include employees of both Worcester Sixth Form College and Hereford Sixth Form College. The information for March 2021 includes King Edward VI College who joined the MAT on 1 February 2021.
6. Gender information has been taken from staffing and payroll information maintained by our outsourced payroll provider, Liberata. Information provided by Liberata is based upon positions (i.e. contracts) rather than headcount. This means that an employee may have more than one position (contract), for instance, exam invigilators at Worcester Sixth Form College hold three positions paid at three different hourly rates. Gender information is recorded from Liberata based upon information on the application form and the new starter form.
7. Bonuses are not paid therefore the 3rd, 4th and 5th measure are not applicable.
8. The hourly rate for teachers is calculated on a 1/1,265th basis of the annual full-time salary. For support staff, the hourly rate is calculated on a 1/1,929th basis.

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9. HOM applies the Sixth Form College Association (SFCA) national pay scales for both teaching and support staff. Teachers start their careers on point one of the scale and progress by one point each year, based upon successfully completing their objectives, up to point nine which is the highest point on the teachers' pay scale. Support staff are assigned to a range of points on the support staff pay scale which reflects the type of work and responsibilities undertaken. Support staff progress in a similar way until they reach the top of their range.

Statutory reporting for HOM:

	March 2020	March 2021
Average gender pay gap as a mean average	20%	19%
Average gender pay gap as a median average	47%	50%
Average bonus gender pay gap as a mean average	N/A	N/A
Average bonus gender pay gap as a median average	N/A	N/A
Proportion of males and females receiving a bonus payment	N/A	N/A

Proportion of males and females when divided into four groups ordered from lowest to highest pay:

Quartile	March 2020		March 2021	
	Female	Male	Female	Male
Upper	60%	40%	57%	43%
Upper middle	56%	44%	57%	43%
Lower middle	73%	27%	78%	22%
Lower	79%	21%	73%	27%

In March 2021, the mean pay gap can be simply expressed as follows:

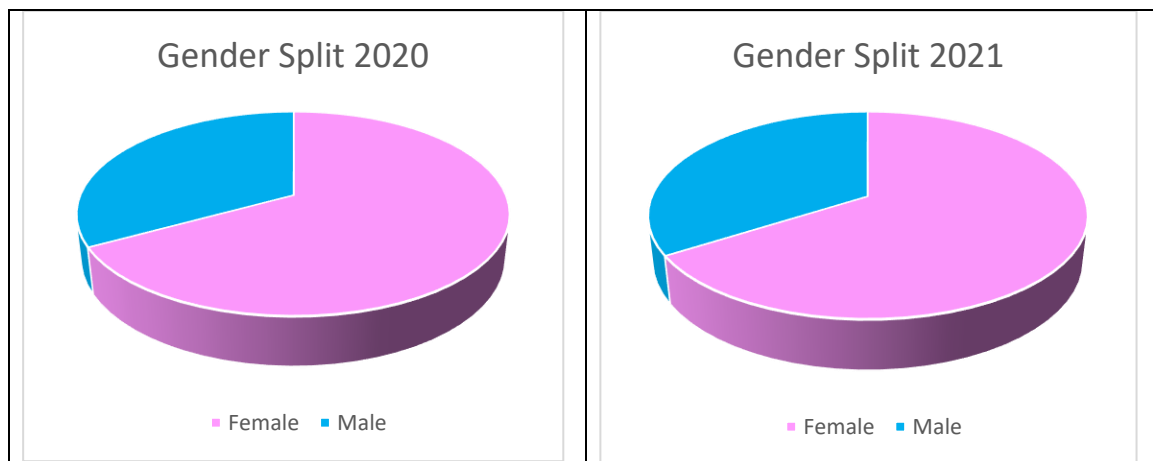
A female working for HOM would be earning 81p compared to a male earning £1.

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Interpretation:

Gender Split

10. The gender split has remained consistent over the two-year period even with the inclusion of an additional college in February 2021. **The ratio of females to males is 2 to 1.**

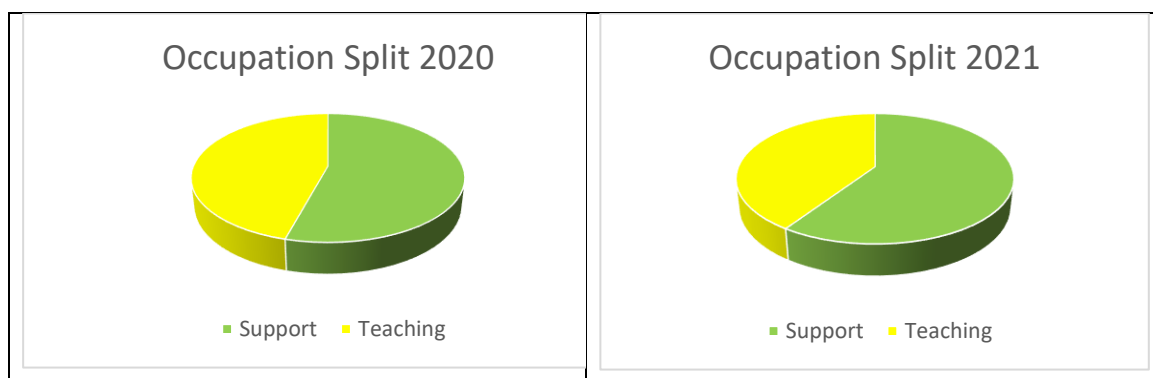


The gender split in each of the colleges is broadly similar.

	2020		2021	
	Female	Male	Female	Male
HOM (Total)	67%	33%	66%	34%
Hereford	68%	32%	68%	32%

Occupation split

11. Our employees can be broadly split by occupation as being either teachers (including senior leaders) and support staff. The occupational split has remained consistent with the Trust employing more support staff than teachers. **We employ more support staff than teachers.**



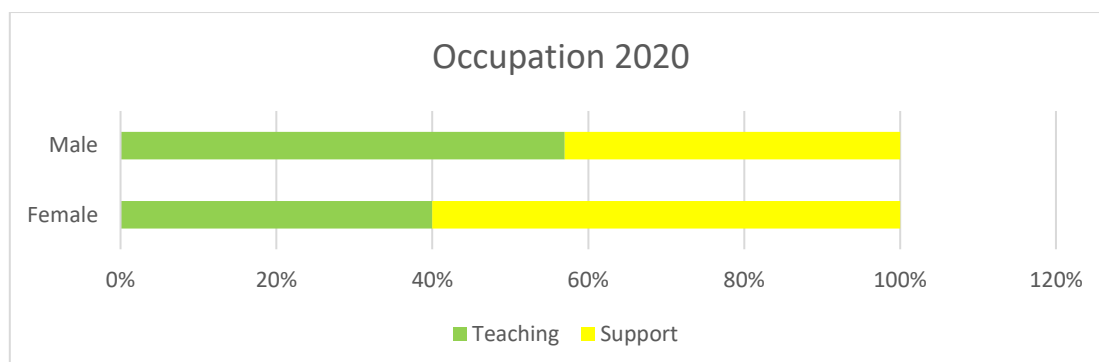
The occupation split in each of the colleges is broadly similar.

	2020		2021	
	Support	Teaching	Support	Teaching
HOM (Total)	54%	46%	59%	41%
Hereford	57%	43%	56%	44%

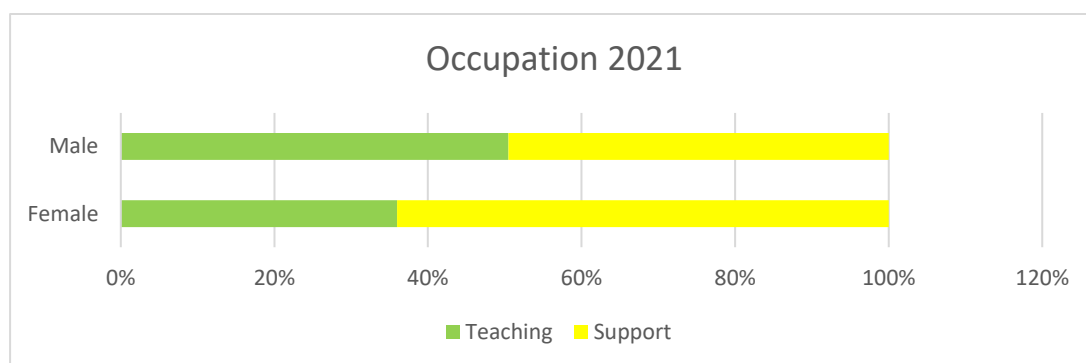
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Gender split by occupation

12. In March 2020, 57% of male employees were teachers (including senior leaders) whereas only 40% of female employees were teachers (including senior leaders).



In March 2021, 51% of male employees were teachers (including senior leaders) whereas only 36% of female employees were teachers.



The percentage of women working in support roles has increased from 60% to 64%.

In 2021, the HOM average (mean) hourly for a teacher was £33.06 compared to £11.90 for support staff.

The Sixth Form Colleges Association Workforce Survey 2020, published in November 2020, found that:

- The gender split for teachers was 58% female and 42% male. HOM reflects this split in both years.
- 71% of support staff working in the sector were female. HOM employed slightly more at 74% in 2020 and 72% in 2021.

HOM hourly pay gap

13. In March 2020, females earned 80p for every £1 that males earned when comparing the mean (average) hourly pay. Their mean hourly pay was 20% lower than for men. This increased to 81p in March 2021. When comparing the median hourly pay, the female median hourly pay was 47% lower than male in 2020.

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14. The breakdown was:

	Mean pay gap		Median pay gap	
	2020	2021	2020	2021
HOM	20%	19%	47%	50%
Hereford	20%	16%	48%	29%

15. The Office for National Statistics reported that the gender pay gap in April 2020 among all employees was 15.5% in 2020, down from 17.4% in 2019 with COVID-19 not having a significant impact upon the figures. **The gender pay gap at HOM is above the national average.**

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2020>

Teaching hourly pay gap

16. In March 2020, female teachers earned 96p for every £1 that males earned when comparing the mean (average) hourly pay. Their mean hourly pay was 4% lower than for males. When comparing the median hourly pay, this was the same for both female and male teachers. **Using the median measure, there is no gender pay gap amongst teachers.**

17. The breakdown was:

	Mean pay gap		Median pay gap	
	2020	2021	2020	2021
HOM	4%	3%	0%	0%
Hereford	7%	5%	0%	0%

The Sixth Form Colleges Association Workforce Survey 2020, published in November 2020, found the average pay gap for female teachers to be 2%.

Support staff hourly pay gap

18. In HOM, female support staff earned 86p for every £1 that males earn when comparing the mean (average) hourly pay. Their mean hourly pay is 14% lower than male's. This decreased to 89p in March 2021.

19. When comparing the median hourly pay, the female median hourly pay is 15% lower than the male.

20. The breakdown was:

	Mean pay gap		Median pay gap	
	2020	2021	2020	2021
HOM	14%	11%	15%	0%
Hereford	15%	12%	17%	12%

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The median pay gap for HOM has reduced to zero in 2021. The median hourly rate was:

	2020		2021	
	Male	Female	Male	Female
HOM	£11.87	£10.05	£9.94	£9.94

This is due to the inclusion of the additional casual contracts at Worcester Sixth Form College.

The Sixth Form Colleges Association Workforce Survey 2020, published in November 2020, found the average pay gap for female support staff to be 6%. **The pay gap for support staff at HOM is considerably wider.**

Pay quartiles

21. In HOM, females occupy 57% of the highest paid jobs and 73% of the lowest paid jobs.

Quartile March 2020	HOM		Hereford		Teachers		Support	
	F	M	F	M	F	M	F	M
Upper	60%	40%	61%	39%	50%	50%	61%	39%
Upper middle	56%	44%	57%	43%	69%	31%	77%	23%
Lower middle	73%	27%	75%	25%	62%	38%	77%	23%
Lower	79%	21%	78%	22%	54%	46%	80%	20%

Quartile March 2021	HOM		Hereford		Teachers		Support	
	F	M	F	M	F	M	F	M
Upper	57%	43%	64%	36%	51%	49%	65%	35%
Upper middle	57%	43%	57%	43%	63%	37%	75%	25%
Lower middle	77%	22%	72%	28%	60%	40%	72%	28%
Lower	73%	27%	77%	22%	59%	41%	76%	24%

HOM employs more females than males by a ratio of 2:1. Therefore the fact that more females appear in each quartile is unsurprising. **Generally, females were found to be under-represented in the top half of the table and over-represented in the bottom half.** Jobs in the lower quartile include catering, cleaning, administration, and invigilation which are often part-time, casual and / or term time only and therefore attract more female applications.

Interestingly, the upper quartile for teachers (including senior leaders) is more equally split between females and males.

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Conclusion

The overall pay gap reflects our workforce composition rather than pay inequality. HOM has robust procedures in place to ensure inclusion and equality for all staff. HOM is committed to reducing the Gender Pay Gap and will:

- Ensure that recruitment and promotion procedures are transparent.
- Ensure that pay progression and appraisal processes are inclusive.
- Consider the career development and training needs of all employees.
- Develop the leadership and management skills of our staff.
- Review the flexible working policy.

SAGR

5 May 2021