



Symphony Learning
TRUST

Gender Pay Gap Report

31st March 2018 Data

Published Sept 2018

The gender pay gap is the difference between the hourly rate of pay of male employees and female employees (as set out in the regulations), expressed as a percentage of the hourly pay rate of the male employees. The gender pay gap is reported on both a mean (average) and median (mid-point on a distribution) basis.

Nationally, the gender pay gap is 18.4% (Office of National Statistics 2017). Nationally, one of the main reasons for the gender pay gap is more men are likely to hold senior positions. This is not the case with the Trust which has a similar ratios of men and women in each quartile

Differentials in gender pay across the workforce are not the same as ensuring equal pay. UK law has, since the 1970s, prohibited paying different amounts to men and women who are doing 'like work', 'work of equal value' or 'work rated as equivalent' unless there is a 'genuine material factor', for the difference.

Symphony Learning Trust is an equal opportunities employer. We support the fair treatment of all staff, irrespective of gender through our transparent recruitment, pay, and professional development processes. However, for a variety of reasons, outside of the control of the Trust, the vast majority of employees are female.

The Trust is comprised of six schools with the seventh who joined the Trust on the 1st September 2017.

The trust has 522 employees. 48 (9.20%), are male, which has decreased marginally from 9.55% in March 2017 and 474 (90.80%) are female. We are a flexible employer and a number of our employees take up this flexibility with 26 (54.17%) of male employees and 391 (82.49%) of female employees choosing to work less than full time (32.5 Hours). (More females have taken the flexibility option, which has increased from 79.36%).

'Aspiration, Innovation, Excellence'

Chair of Trust – Mr Bill Gilmour Chief Executive Officer – Mrs K McGovern

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Mean pay gap	Median pay gap	Lower quartile	Middle lower quartile	Middle upper quartile	Upper quartile
29.30% lower for females	27.2% lower for females	96.92% F 3.08% M	93.13% F 6.87% M	87.02% F 12.98% M	86.15% F 13.85% M

There has been some marginal changes since the last Gender Pay Gap Report was produced in March 2017, the Mean has increased for 24.1% to 29.3% and the Median has decreased from 37.2% to 27.2%.

We use pay scales for all teaching staff that are aligned to the School Teachers' Pay and Conditions Document (STPCD) which is reviewed on an annual basis.

For non-teaching staff we use pay scales set by the National Joint Council for Local Government Services (NJC).

Staff move through the pay scales for their grade based on a thorough and robust performance management process, meaning earnings are determined by performance outcomes, irrespective of gender.

We have a significantly higher proportion of females in every quartile, including the upper. However, there are more females in the lower and middle lower quartile than the middle upper and upper quartile. This illustrates that the overall pay gap is as a result of a lower proportion of males in the more junior grades.

Breakdown of gender pay gap within Symphony Learning Trust

	Mean pay gap	Median pay gap	Lower quartile	Middle lower quartile	Middle upper quartile	Upper quartile
Teaching staff Female – 85.94% Male – 14.06%	17.78% lower for females	0% Lower for females	75% F 25% M	90.63% F 9.38% M	90.63% F 9.38% M	7.50% F 12.5% M
Non-teaching staff Female – 92.39% Male – 7.61%	9.73% lower for female	4.69% lower for females	95.96% F 4.04% M	93.88%F 6.12%M	93.88% F 6.12% M	85.86% F 14.14%M

We have analysed this further and looked at the pay gap figures for teaching staff and support staff separately. The pay gap when looked as a median average was less significant. Although we have a majority of females in the junior pay grades, we also have a majority of women in the upper leadership grades. Across Symphony Learning Trust female employees account for 75% (This has increased from 71.43%) of all Assistant head teacher, Deputy Head teacher, Head of School, Head teacher and Executive Head teacher roles. The Trust's Chief Executive Officer is also female.

The Trust has a pay structure and other processes which ensure that discrimination based on gender is not currently an issue within the Trust. The Trustees of Symphony Learning Trust however recognise that the organisation has a higher gender pay gap than the national figure and they are committed to reducing this gap through:-

- Continue to support requests for flexible working hours for all staff, including the most senior roles in our organisation;
- Professional Development opportunities and professional dialogue with all staff to encourage promotion;
- Support gender specific training opportunities to encourage females into higher management roles.

Supporting statement

I can confirm that the above information has been prepared from our payroll data from the snapshot date of March 31, 2018 and fairly represents the gender pay gap information for Symphony Learning Trust.



Kathryn McGovern

C.E.O Symphony Learning Trust