

## GENDER PAY GAP REPORTING

The deadline to publish our Gender Pay Report is 30<sup>th</sup> March 2019, and having reviewed the data for the Federation the information is as follows:

Like most educational organisations, the workforce within the Harris Federation is made up of significantly more female staff. The staff breakdown for the period in question is:

- Female **71.57%**
- Male **28.43%**

The difference in the mean hourly rate of pay between male and female **full pay relevant employees**.

**17.80%**

The difference in the median hourly rate of pay between male and female **full pay relevant employees**.

**13.40%**

In comparison to 2018, the gender Pay Gap across the Federation has reduced as follows:

Mean Hourly rate	0.44% (from 18.24% to 17.80%)
Median Hourly rate	5.58% (from 18.98% to 13.4%)

In relation to the Median hourly rate, it should be noted that the national average pay gap is currently, 17.9%, whereas the Federation's pay gap is 4.5% lower at 13.40%.

The proportion of male and female full pay relevant employees in each of four quartile pay bands.

	Female	Male
First Quartile	<b>57.02%</b>	<b>42.98%</b>
Second Quartile	<b>69.94%</b>	<b>30.06%</b>
Third Quartile	<b>67.57%</b>	<b>32.43%</b>
Fourth Quartile	<b>86.15%</b>	<b>13.85%</b>

The majority of female staff are employed in teaching support type roles - Teaching Assistants, Midday Supervisors etc – and these types of roles are predominantly contained within the third and fourth quartiles. These categories of staff are paid in accordance with the National Joint Council for Local Government Services agreement adopted by the Federation. Whilst there has been a reduction in the both the mean (from **18.24%** in 2018 to **17.80%** in 2019) and the median (**18.98%** to **13.40%**) hourly rate of pay, the impact of the previous “public sector pay cap”, is still affecting staff within these quartiles due to the slow-down in annual pay awards.

Over the last 2 years, the Federation has sought to ensure that all support staff roles are correctly graded, using the Greater London Provincial Council Job Evaluation Scheme, and this has ensured that support staff across the Federation are graded appropriately and consistently. Additionally, as envisaged last year, with the removal of the pay cap, this has begun to show a reduction in the difference in the mean and median hourly rate between male and female staff, and this will continue as scales and grades for support staff are revised in line with national Agreements.

The difference in mean bonus pay between male and female **relevant employees**.

**39.52%**

The difference in median bonus pay between male and female **relevant employees**.

**15.09%**

In comparison to 2018, the median difference in bonus payments across the Federation has reduced by 15.67% (from 30.76% to 15.09%), which again shows that the Federation is working to reduce any Gender Pay Gaps.

The proportion of male and female relevant employees who received bonus pay.

Male	<b>57.75%</b>
Female	<b>50.59%</b>

In relation to performance bonus payments made by the Federation, based on the total workforce for the period in question, bonuses were awarded to staff as follows:

- Female **42.28%** of the total workforce
- Male **19.96%** of the total workforce

This highlights that the Federation seeks to appropriately reward staff performance, irrespective of gender.

In addition, all teaching staff working across the Federation are typically paid £1,500 to £2,000 more on average.