



## **KING EDWARD VI ACADEMY TRUST BIRMINGHAM**

As an employer with more than 250 employees, the Academy Trust is required by law to submit gender pay gap data and publish figures on its website.

### **What is the gender pay gap (GPG)?**

The gender pay gap is the difference between the average hourly earnings of an organisation's male and female employees.

### **What is the difference between the mean and the median figures?**

The mean is calculated by adding up all the wages of employees in an organisation and dividing that figure by the number of employees.

The median is the number that falls in the middle of a range when everyone's wages are arranged from the smallest to the largest.

### **Gender Pay Gap Results**

We are committed to ensuring that equality and fairness is at the core of our reward system. We have reviewed our gender pay gap and the results are set out below.

The King Edward VI Academy Trust Birmingham is comprised of the following schools:

1. King Edward VI Aston School
2. King Edward VI Balaam Wood Academy
3. King Edward VI Camp Hill School for Boys
4. King Edward VI Camp Hill School for Girls
5. King Edward VI Five Ways School
6. King Edward VI Handsworth Grammar School for Boys
7. King Edward VI Handsworth School for Girls
8. King Edward VI Handsworth Wood Girls' Academy
9. King Edward VI Lordwood School for Girls
10. King Edward VI Northfield School for Girls
11. King Edward VI Sheldon Heath Academy

Please note, King's Norton School for Boys was not part of the Academy Trust at the time of this reporting period.

This report is based on a headcount of 1394 employees with 965 (69%) female and 429 (31%) male employees as of 31<sup>st</sup> March 2023.

The figures have been based on the methodologies as outlined in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

## Data Analysis

The report is based on snapshot data as of 31<sup>st</sup> March 2023 and findings are set out below:

- The mean gender pay gap for the Multi Academy Trust is **13.37%**
- The median gender pay gap for the Multi Academy Trust is **26.63%**

The mean gender pay gap for the Academy Trust of 13.4% is lower than the mean gender pay gap for secondary education of 14.3% (ONS, 2023).

Data for the previous years' gender pay gap, as a year-on-year comparison, is as follows:

Reporting Year	Academy Trust Mean	Academy Trust Median
2023/24	13.3%	26.6%
2022/23	13.9%	28.7%
2021/22	13.3%	29.6%
2020/21	15.8%	22.9%
2019/20	14.3%	21.7%
2018/19	17.3%	27.1%

The Academy Trust's median hourly pay for females was 26.6% lower than males. This represents a closing of the median pay gap by 2.1% compared to 2022.

The mean hourly pay for females was 13.3%, lower than that of males. This represents a 0.6% reduction in the gender pay gap compared to 2022.

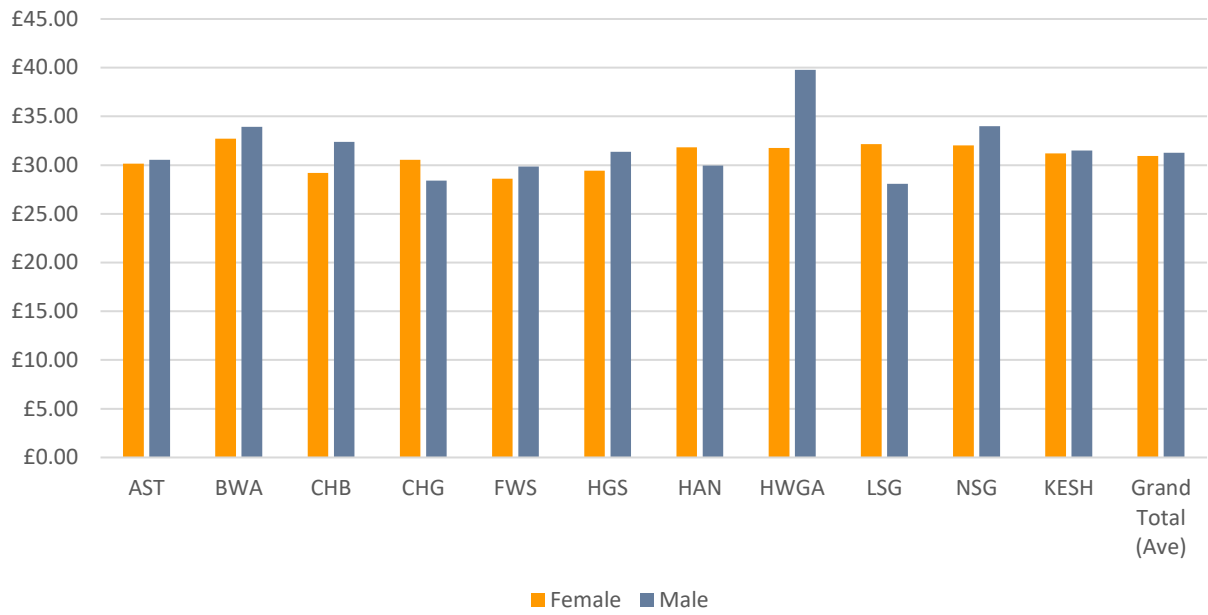
The data above includes TLR and ADP payments. As the Academy Trust continues to grow and acquire new schools, the year-on-year trend will be monitored to reflect how the increase in new schools in the Trust affects the overall statistics.

The GPG figures for the Academy Trust since reporting became obligatory in 2018, as set out above, show that the mean hourly pay gap has decreased by 4% over a period of 6 years.

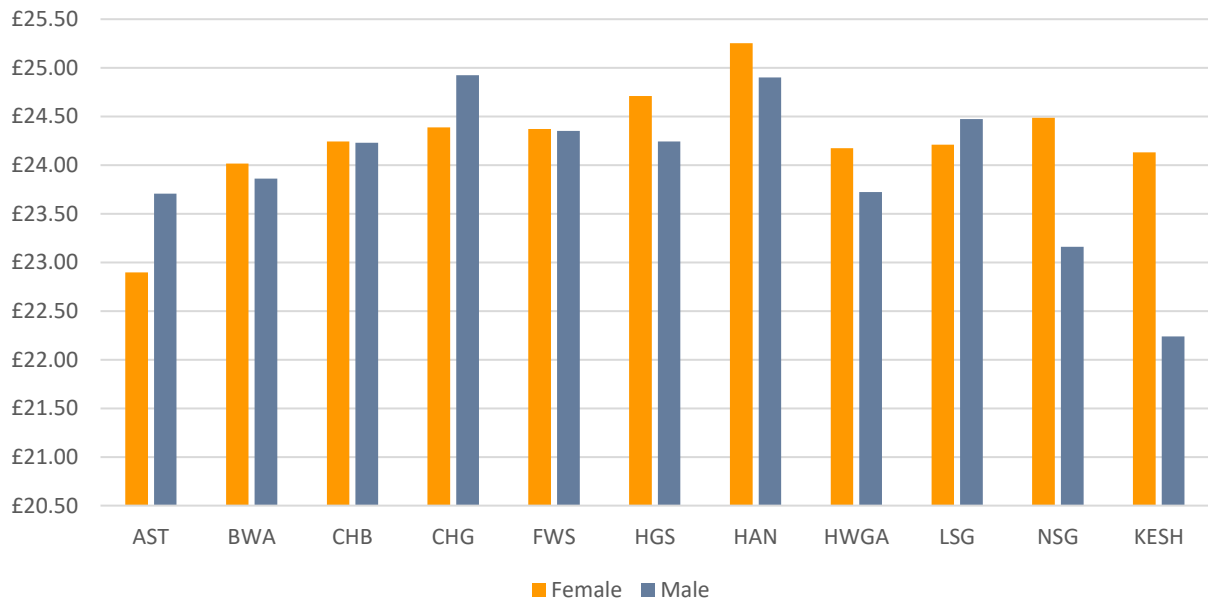
### Pay quartile by gender as of 31<sup>st</sup> March 2023/2024

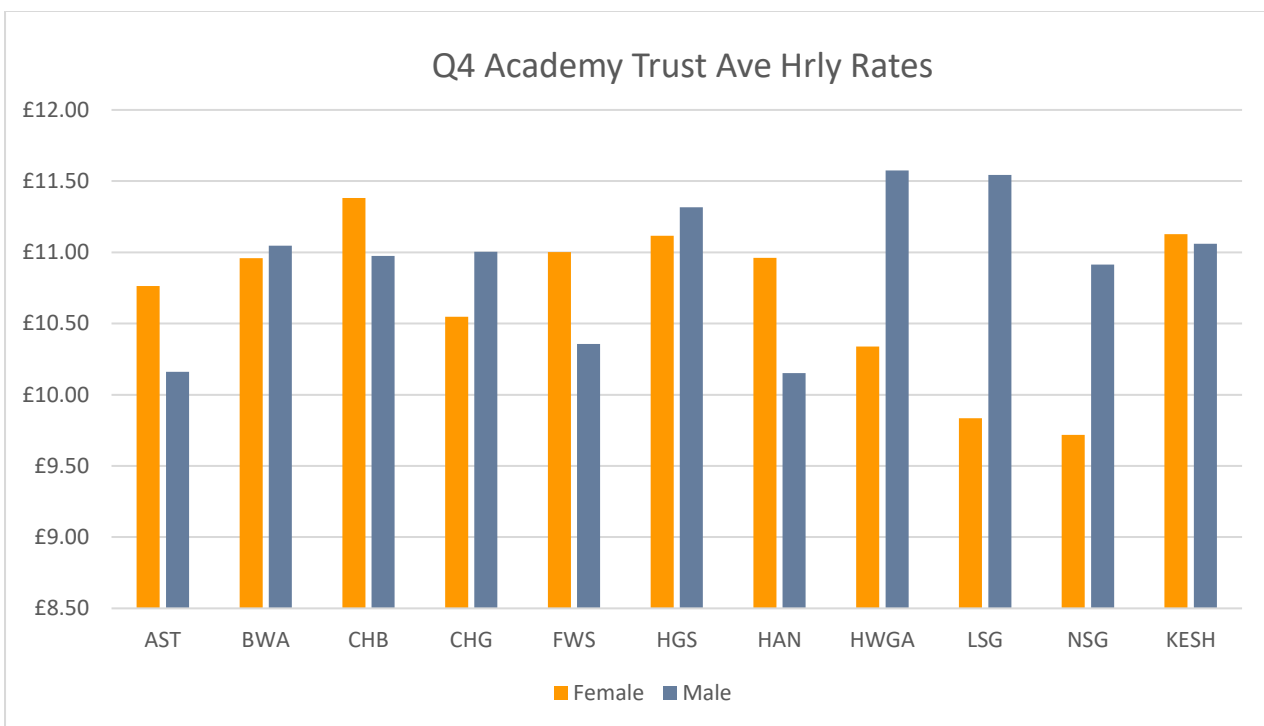
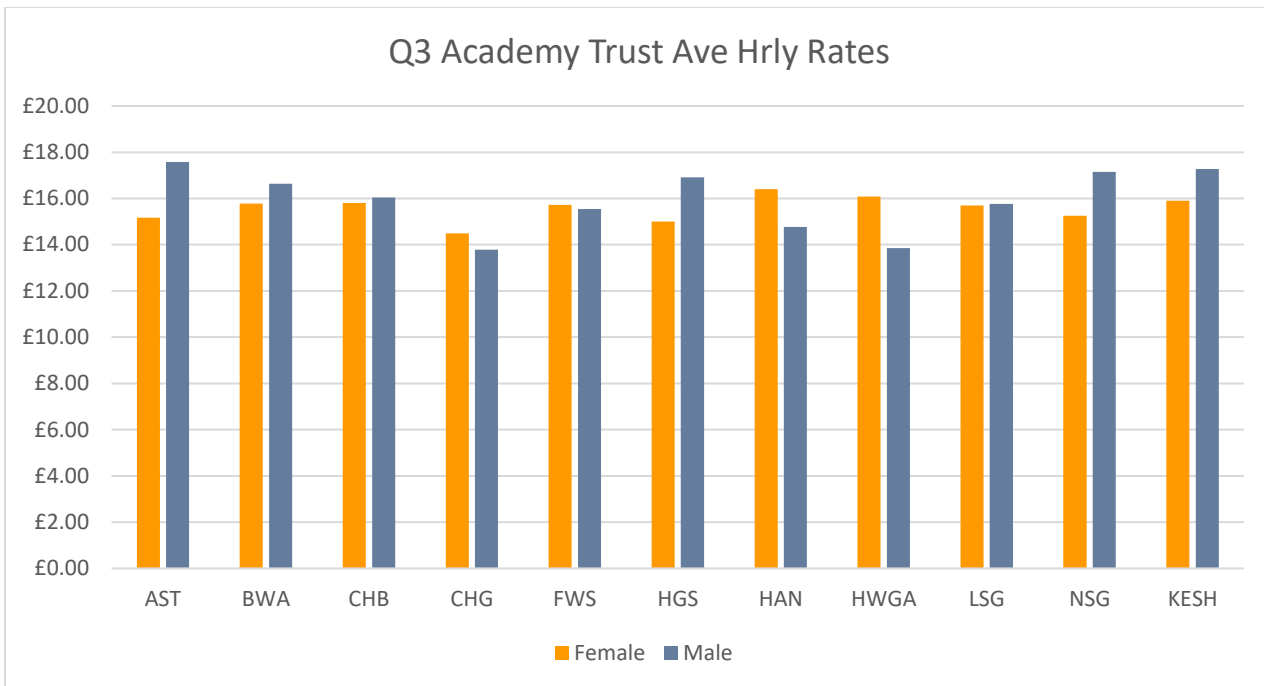
Band	Male	Female	Description
Q1 Upper Quartile 25%	43.6%	56.4%	The percentage split between male and female employees whose standard hourly rate places them in the top 25%.
Q2 Upper Middle Quartile 25%	31.5%	68.5%	The percentage split between male and female employees whose standard hourly rate places them above the median but at or below the upper quartile.
Q3 Lower Middle Quartile 25%	26.9%	73.1%	The percentage split between male and female employees whose standard hourly rate places them above the lower quartile but at or below the median.
Q4 Lower Quartile 25%	22.3%	77.7%	The percentage split between male and female employees whose standard hourly rate places them at or below the lower quartile.

### Q1 Academy Trust Ave Hrly Rates



### Q2 Academy Trust Ave Hrly Rates





In this reporting year females occupied 56.4% of the highest paid posts, an increase of 3% compared to 2022. However, they also occupied 77.7% of the lowest paid posts, an increase of 2.1% compared to 2022.

Within the lower quartile, there is a diverse range of roles including: Invigilators, Lunchtime Cover, Cleaners, Receptionists, Coaches and Administrators. Within the Lower Quartile, 77.7% of these roles are undertaken by female staff. The largest population within this group is comprised of Invigilators and Cleaners who make up 54% of this total group and 88.5% of that group are female.

Within the lower middle quartile, there is a mix of diverse roles e.g., Cover Supervisor, Technicians, higher level Administrators, Librarians and Pastoral roles. Female staff undertake a higher proportion of these roles.

Within the upper middle quartile, roles include Teachers, SENCOs, and Subject Leaders. Within these quartiles collectively, 68.4% of these roles are occupied by females compared to only 31.6% of male employees.

There is a higher proportion of males, 43.6%, in the upper quartile compared to only 26.9% in the lower middle and the lower quartile, where there are only 22.3% of males. Roles within this quartile include Heads, Deputy Heads, Directors, Assistant Heads, Heads of Subject and Visiting Music Teachers.

### Gender Pay by School Structure

The Academy Trust has analysed the gender pay gap broken down by school structure and the gender pay gap for schools is as follows:

Structure	Males	Females	Mean % 2023	Median % 2023
SLT (All Schools)	44%	56%	1.65	0
Teaching (All Schools)	31%	69%	0.78	0.2
Support Staff (All Schools)	26%	74%	0.96	0.65

### Comparison Data from other MATs

Employer	Employer Type	Employer Size	% Difference in hourly rate (Mean)	% Difference in hourly rate (Median)
THE ARTHUR TERRY LEARNING PARTNERSHIP	MAT	1000 to 4999	6.6	-1.8
KING EDWARD VI ACADEMY TRUST BIRMINGHAM	MAT	1000 to 4999	13.4	26.6
UNITED LEARNING TRUST	MAT	5000 to 19,999	15.3	19.5
TUDOR GRANGE ACADEMIES TRUST	MAT	500 to 999	18.7	29.7
SUMMIT LEARNING TRUST	MAT	500 to 999	19.5	23.9
FAIRFAX MULTI ACADEMY TRUST	MAT	250 to 499	21.4	27.9
WASHWOOD HEATH MULTI ACADEMY TRUST	MAT	500 to 999	22.8	27.1

### What we will do to address the gender pay gap - our commitment

The following action items will be implemented to address the gender pay gap across both entities.

#### 1. Inclusive Recruitment

- Provide inclusive recruitment training for those involved in appointing staff. To ensure that all salary offers are fair and competitive for both males and females, helping to reduce the inequalities resulting from potentially males being more likely to engage in salary negotiations than females.
- Continue to ensure that applications are anonymised, interview panels are diverse and objective criteria used to assess candidates, including removing biases based on child care gaps in employment.

- In Year 24-25 following the rollout of iTrent Recruitment, regularly monitor the gender balance of applicants and appointees for each role.
- Encourage schools to ensure they seek to employ a balance of males and females and that both sexes are fairly represented across SLT teams.
- Encourage third party search agencies to generate, where possible, a balanced pool of candidates.

## **2. Flexible Working Opportunities**

- Encourage part time working opportunities and promote these equally to male and female staff.
- Closely follow the work being undertaken by the Department for Education on Flexible Working in Schools and to implement good practice based on the Department's work.
- Continue to support flexible working requests and where possible, be creative to retain quality staff who can no longer fulfil full time hours.

## **3. Progression Opportunities**

- Deek to understand the potential barriers to progression that exist for women at all levels.
- For HR Partners and Headteachers, enter into a constructive dialogue using data from iTrent to gain insight into succession planning, role progression and salary progression decisions at their schools.
- Roll out A revised CPD framework of progression routes and development in summer term of 2024 for both teaching and support staff.

## **4. Women in Leadership Opportunities**

- Establish a Women in Leadership group to look at barriers to leadership and initiatives to support this, including secondments, flexible working at senior levels, clearer career paths and a mentoring support scheme.
- Encourage Heads and CPD Leads to ensure female employees are encouraged to apply for internal and external leadership programmes and consider how the apprenticeship programme can best be utilised.

## **5. Policies, Practices and Feedback**

- Continue to keep EDI, Pay and Family Friendly policies under review and keep abreast of good practice in the sector and beyond and developments from the Department for Education.
- Continue to monitor report data in iTrent relating to EDI, pay and progression.

## **Equal Pay**

Although equal pay is different from gender pay, it is imperative that those making appointment decisions are cognisant of equal pay for males and females, both in terms of males and females in identical jobs and those who fall into the 'work of equal value' category.

We recognise that none of the above will remove gender inequality alone, and that it may take time before the full impact of some of these objectives are felt.

We will continue to strive to ensure we are a fair employer and that our salaries are competitive and in line with others within the sector.

I, Jodh Dhesi, CEO, confirm that the information in this statement is accurate.

Signed:

A rectangular box containing a handwritten signature in black ink, which appears to be 'JD'.

Dated: 9<sup>th</sup> April 2024