



GENDER PAY GAP REPORT – AS AT 31 MARCH 2020

Background

Ridgeway Education Trust is the employer of staff at Didcot Girls' School, St Birinus School and, since 1st April 2019, Sutton Courtenay (Church of England) Primary School. Gender pay gap legislation requires employers with 250 or more employees to publish statutory calculations every year to show how large the pay gap is between male and female employees. The data capture date is 31 March each year.

Pay Structures

We pay our teaching staff in accordance with the Oxfordshire County Council model pay policy which is based on the School Teachers' Pay and Conditions Document which is reviewed on an annual basis. Pay progression for teachers is linked to performance

Our support staff are paid in accordance with grades set nationally by the National Joint Council for Local Government Services and we have used the Oxfordshire County Council job evaluation scheme to ensure that there is a systematic process in place to define the pay grade of our support staff posts. Staff move through the pay range for their grade based on length of service so the longer period support staff have been in a grade, the more we would expect them to earn, irrespective of gender.

The Gender Pay Gap Calculations – as required by the legislation

The gender pay gap is a measure that shows the difference between the mean average or median hourly rate of pay of male and female employees. The results of the pay gap calculations we are required to make are set out below.

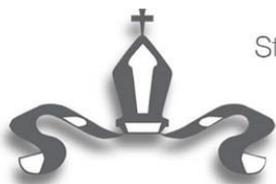
1. Mean Gender Pay Gap

The difference in the mean pay of full-pay men and women was 23.3% (a decrease from 28.6% reported as at 31 March 2019). This means that female staff on average across the whole Trust earn approximately 23% less than their male counterparts.

2. Median Gender Pay Gap

The difference in the median pay of full-pay men and women was 39.8% (an increase from 35.5% as at 31 March 2019).

The mean tends to be the most used and popular measure of a central tendency as it includes all the data in the calculation. However, it can be skewed by the influence of extremes, whether very high or very low values. The median is the middle score for a data set when arranged in order of magnitude and is less affected by extremes. For our Trust, and many others however, it will be influenced by the fact that the middle score for a man will be a teaching member of staff whereas for a woman it will be a member of the support staff.



3. Mean and Median Bonus Gender Pay Gap

Ridgeway Education Trust does not pay bonuses to its' employees so no calculations are applicable

4. The Proportion of Males and Females in each Quartile Pay Band

Ridgeway Education Trust employs significantly more women than men and has a higher proportion of women in all quartiles, albeit the proportion of women in the upper quartile is notably less in the upper quartile than in the lower quartile. Information is set out in the table below with 2019 comparison figures are shown in brackets:

Quartile	Female Number	Female %	Male Number	Male %	Total Number
Quartile 1 (Lower)	74 (63)	93.7% (90.0%)	5 (7)	6.3% (10.0%)	79 (70)
Quartile 2 (Lower Middle)	64 (57)	81.0% (81.4%)	15 (13)	19.0% (18.6%)	79 (70)
Quartile 3 (Upper Middle)	64 (48)	81.0% (69.6%)	15 (21)	19.0% (30.4%)	79 (69)
Quartile 4 (Upper)	48 (37)	60.0% (53.6%)	32 (32)	40.0% (46.4%)	80 (69)

Supporting Statement

Total staffing numbers as at 31 March 2020 have increased to 317 from 278 on the same date the previous year. The increase is mainly as a result of Sutton Courtenay (Church of England) Primary School joining the Trust on 1st April 2019.

The Trust has undertaken some additional analysis this year which has identified that the gender pay gap is wider in support staff roles than teaching staff roles. A summary of the additional analysis is set out below:

	Female Number	Male Number	Mean Gender Pay Gap	Median Gender Pay Gap
Teaching Staff	108 (70.1%)	46 (29.9%)	6.0%	10.0%
Support Staff	142 (87.1%)	21 (12.9%)	16.9%	8.5%
Total	250 (78.9%)	67 (21.1%)	23.3%	39.8%

The overall gap is influenced as a result of the much higher proportion of male staff working in teaching roles (69%) as compared to support staff roles (31%). The converse is true for female staff with a larger number working in support staff posts ((57%) compared to teaching roles (43%).

Support staff roles include a variety of jobs such as teaching assistants, technicians, office administrators, finance staff, site staff catering assistants and cleaners. Many of these roles tend to be more attractive to women as they can often be more flexible, part time and term time only, allowing employees to balance work and other family / caring responsibilities. It is recognised nationally by the Office for National Statistics that, in general across the country, part time workers are paid less than those working full time and there is a lower share of men working part-time than women and that is consistent with our Trust data.



St Birinus School

Ridgeway Education Trust is an exempt charity and a company limited by guarantee
Registered Office: Didcot Girls' School, Manor Crescent, Didcot, Oxon OX11 7AJ
Registered in England and Wales Company No. 8104201 VAT No. 138 0055 37

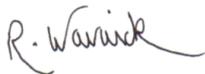
Didcot Girls' School



Ridgeway Education Trust is committed to equality of opportunity for employees and supports the fair treatment of all staff irrespective of gender through its recruitment processes, pay policies and training and development opportunities. All our posts are aligned to nationally agreed pay scales and male and female staff are paid within the same pay band for the same job role. The overall pay gap therefore does reflect the workforce composition referred to above rather than pay inequalities.

Actions that we will take in order to monitor and address our pay gap are:

- Continuing to support and promote shared parental leave, job sharing, part time and term time only opportunities
- Continuous improvement of our recruitment processes to reduce the potential for unconscious bias towards genders filling specific roles in our schools and that we always use gender neutral language in all of our recruitment advertising and associated literature
- Using our performance appraisal processes to continue to support career progression for women by reviewing training and development opportunities and career planning
- Continuing to support and implement nationally negotiated pay settlements that lead to higher pay increases for staff on lower pay grades
- Initiating work in order for St Birinus School and Sutton Courtenay (Church of England) Primary School to join Didcot Girls' School in becoming designated Family Friendly School's through the MTPT (Maternity Teacher Paternity Teacher) Project.
- Developing the role of our Pay Committee to monitor pay, through provision of extra analysis, to ensure any pay differences are fair and equitable
- Developing the use of exit interviews for support staff, in addition to that already in place for teachers, to ensure there are no gender-related structural inhibitors impacting on women who are leaving our organisation.
- Ensuring that equality of opportunity remains an embedded and important theme interwoven throughout school life
- Ensuring the potential impact on the gender pay gap is considered when staff related policies are reviewed



Mrs R Warwick
Executive Head and Accounting Officer
18 December 2020



St Birinus School

Ridgeway Education Trust is an exempt charity and a company limited by guarantee
Registered Office: Didcot Girls' School, Manor Crescent, Didcot, Oxon OX11 7AJ
Registered in England and Wales Company No. 8104201 VAT No. 138 0055 37

Didcot Girls' School

