



Unity Schools Trust
"Excellence through collaboration"

Gender Pay Reporting – 31 March 2017

The Unity Schools Trust supports the fair treatment of all staff irrespective of gender through our transparent recruitment process, pay and professional development. The Trust has adopted an Equality of Employment Policy and is committed to providing equal opportunities for all staff.

Of the total workforce, 29.48% are men and 70.52% are women.

Median Gender Pay Gap/ Hourly Pay	Mean Gender Pay Gap/ Hourly Pay	Proportion of Males and Females in Each Pay Quartile			
		Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
16.97% lower for women	15.98% lower for women	26.79% M 73.20% W	23.64% M 76.36% W	30.91% M 69.09% W	41.51% M 58.49% W

No bonuses were paid to staff in the reporting period.

We use pay scales for all teachers that are aligned to the School Teachers Pay and Conditions document, reviewed on an annual basis. For non-teaching staff we use pay scales set by Surrey County Council. Teaching staff move through the pay scales for their grade based on performance in role meaning that earnings are based on performance outcome irrespective of their gender. Support staff pay is currently tied to the outcome of negotiations between Surrey County Council and the unions. In 2017 support staff incremental pay increases remained suspended and all staff received a percentage increase to their pay dependent upon their position on individual grades.

Breakdown of Gender Pay Gap Across the Trust

	Median Gender Pay Gap/ Hourly Pay	Mean Gender Pay Gap/ Hourly Pay	Proportion of Males and Females in Each Pay Quartile			
			Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Leadership	7.49% lower for men	20.59% lower for women	50.00% M 50.00% W	66.67% M 33.33% W	66.67% M 33.33% W	66.67% M 33.33% W
Teachers	0.09% lower for men	2.65% lower for men	48.28% M 51.72% W	32.14% M 67.86% W	31.03% M 68.97% W	37.93% M 62.07% W
Support	8.95% lower for men	15% lower for men	34.78% M 65.22% W	17.39% M 82.61% W	9.09% M 90.91% W	8.70% M 91.3% W

We have analysed pay further and looked at the figures for leadership, teachers and non-teaching staff. Whilst overall the median and mean pay gap is lower for women, when split into staffing groups this can vary for both genders. Analysis does reflect that overall women are paid less than men in the leadership group. However, opportunities for progression to the leadership teams in the Trust are open to all staff and appointment based upon a clear and transparent process of application, shortlisting and interview. Within the support staff category men are paid lower than women but this is reflective of the role and grade set for this.

Supporting Statement

I can confirm that the above information has been prepared from our payroll data on the snapshot date and fairly presents the gender pay gap information for the Unity Schools Trust.

Signed:

A handwritten signature in black ink, appearing to read 'T. Smith', with a small dot at the end.

Mr Tim Smith
Chief Executive Officer, Unity Schools Trust