

PLYMOUTH CAST BRIEFING NOTE

GENDER PAY REPORTING

Issue

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations by 4 April 2018 and then every year showing how large the pay gap is between their male and female employees.

Background

There are six calculations to carry out, not all applicable to Plymouth CAST. Results must be published on our website and a government website. www.gov.uk/report-gender-pay-gap-data. Where applicable, they must be confirmed by an appropriate person, such as a chief executive. Employers have the option to provide a narrative with their calculations. This should generally explain the reasons for the results and give details about actions that are being taken to reduce or eliminate the gender pay gap.

Calculations

An employer must publish six calculations (as applicable) showing their:

1. average gender pay gap as a mean average
2. average gender pay gap as a median average
3. average bonus gender pay gap as a mean average
4. average bonus gender pay gap as a median average
5. proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
6. proportion of males and females when divided into four groups ordered from lowest to highest pay.

Plymouth CAST is only required to report on items 1, 2 and 6 because the organisation does not make bonus payments.

Plymouth CAST calculations and supporting statement on Gender Pay is at Enclosure 1 it was approved at Main Board on 31 January 2018.

Data

The payroll function for all Plymouth CAST employees is contracted out to Cornwall County Council. The data for gender pay reporting is extrapolated from this payroll data with their assistance.

Further Information

Enclosure 2 – ‘ACAS Myths’ and;

<http://www.acas.org.uk/genderpay>



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COO

Enclosure 1 – CAST Statement – approved 31 January 18 (update 21 Feb with new quarterly employee data)

Enclosure 2 – ACAS Myths

16 February 2018

Plymouth CAST Gender Pay Reporting

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations by 4 April 2018 and then every year showing how large the pay gap is between their male and female employees.

This document is dated 1 February 2018 and is published in advance of the statutory deadline which is 4 Apr 2018. Data in the report is accurate to 31 December 2017 and the report fulfils our reporting obligation until 4 April 2019 when the report will be republished.

The report is published on the Trust website and reported to the Government in accordance with the legislation.

Reporting Data

Average gender pay gap as a mean average: 22.7%

Average gender pay gap as a median average: 6.5%

Average bonus gender pay gap as a mean average: Not applicable. Plymouth CAST does not pay bonuses.

Average bonus gender pay gap as a median average: Not applicable. Plymouth CAST does not pay bonuses.

Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment: Not applicable. Plymouth CAST does not pay bonuses.

Proportion of males and females when divided into four groups ordered from lowest to highest pay: See table:

Proportion Full Pay M/F in each Band					
Rate		M	F	M	F
£ -	£ 10.44	19	327	5.49%	94.51%
£ 10.45	£ 20.31	4	33	10.81%	89.19%
£ 20.32	£ 35.96	9	62	12.68%	87.32%
£ 35.97		1	10	9.09%	90.91%

Supporting Statement

Source of National Data: ONS.GSI.GOV.UK <http://www.equalpayportal.co.uk/statistics/>

Plymouth CAST takes its statutory obligations to provide gender pay reporting data very seriously. This supporting statement is intended to provide further information to understand the data.

The primary and secondary education sector is quite different to the general employment sector in two areas; firstly it is reliant on a large proportion of staff who work part time and secondly, has a significant numerical bias in favour of female employees. Plymouth CAST

is no different to others in this respect. Combined, these factors can undermine any objective assessment of gender pay reporting and it could be argued that they 'defeat the object' of the legislation. However, this would diminish the significance of the data and its very important purpose. An attempt will therefore be made to extrapolate data to provide wider relevance and performance indicators against wider regional or national indices where appropriate.

According to the Office for National Statistics (ONS) 'Annual Survey of Hours and Earnings' in April 2017, the gender pay gap based on median hourly earnings for full-time employees decreased to 9.1 per cent, from 9.4 per cent in 2016. This is the lowest gap since the survey began in 1997. ***Plymouth CAST, at 6.5%, is therefore performing better than the UK average.***

However, when taken as a mean average, Plymouth CAST underperforms at 22.7% compared to 18.1% nationally (<https://visual.ons.gov.uk/the-gender-pay-gap-what-is-it-and-what-affects-it/>). This is primarily because the composition of the male and female employee workforces in Plymouth CAST are quite different, with more females working part-time compared to their male colleagues. Because the hourly earnings of part-time employees tend to be less, on average, than the earnings of full-time employees, women are more likely to receive lower hourly rates of pay. This helps explain why the gender pay gap for all full-time and part-time employees is greater than the gender pay gap for full-time employees only.

The ONS survey advises that taking all employees (full-time and part-time together), men are paid more on average than women for all age groups (except those aged 16 to 17) because more women are working in part-time jobs. Across all UK employees, the median hourly full-time pay in full-time jobs is higher than for part-time jobs by a factor of approximately 1.5 (£9.11 compared with £14.00). ***In the highest three pay bands Plymouth CAST has a significantly higher number of female employees paid more than male employees. This looks 'good' but is statistically irrelevant due to the significant gender bias in favour of females in the education sector. At full pay Plymouth CAST has 432 female staff and 33 male staff, a ratio of 1:13.***

The gender pay gap also varies by age. According to the ONS, among full-time employees, the gap is relatively small up to and including those aged 35 to 39. For those aged 16 to 17 the gap is negative but from the 40 to 44 age group and upwards, the gap widens, with men being paid more on average than women. This widening of the gap is likely to be connected with patterns of return to work after having children, in particular any differences between men and women in timing and nature of returning to the labour market. According to national figures a negative gender pay gap among part-time employees emerges in the age group 30 to 34 (just after the average women's age for having a first birth) and increases for 35 to 39 year olds before beginning to be reversed. ***Plymouth CAST data shows similar variances to national trend data but because of our gender bias in favour of female employees, in common with the primary and secondary sector, it is impossible to determine a meaningful age differential. The gender pay reporting requirements do not require it and the observation is offered for completeness.***

In sum there is considerable difficulty benchmarking the primary and secondary education sector against national gender pay because of the unique mixture of gender bias and demographic. Arguably the most relevant index is the median average pay gap, in which Plymouth CAST outperforms the national measure at 6.5% vs 9.1%.

Top 10 Myths: Gender Pay Gap Reporting



Government
Equalities Office

MYTH: We did an equal pay audit a while ago so we're fine

FACT: Equal Pay deals with comparing one job with another – the gender pay gap is about the difference in gender pay across a whole organisation.

MYTH: I only have a few female employees, I won't make a difference

FACT: Every employee matters. And, chances are you might be in a business where women are underrepresented and you're losing out on a massive talent pool.

MYTH: There's not much of a gender pay gap these days is there?

FACT: Over time, things have improved but there is more to do – for example the Office for National Statistics has revealed that male financial managers and directors still earn 32.4% more than women in the same occupation.

MYTH: It's always women who receive less money than men

FACT: Whilst it's often the case that on average women earn less money than men in many workplaces, sometimes it can be men – pay gap reporting can help here too.

MYTH: It's going to cost lots of money to get rid of my gender pay gap

FACT: Many changes involve addressing attitudes and practices rather than your bank balance – and some will save you money whilst improving staff retention.

MYTH: Does this mean I can't reward talented staff for hard work any more?

FACT: Things like qualifications, outstanding achievements and a certain amount of relevant experience may be proper business reasons to reward people – but an employee's gender isn't one of them.

MYTH: These figures are just going to embarrass me

FACT: You're probably more worried than you need to be. The important thing is to develop an action plan informed by the facts and provide a narrative, then post it.

MYTH: I need to be a maths genius to understand this stuff

FACT: There's a bit to learn up front, but it really is about gathering your information and carrying out basic calculations using standard computer software – you might even have payroll software (or an amazing stats-loving employee) to help.

MYTH: There's no business advantage to this at all

FACT: Global consultancy McKinsey estimates that bridging the UK gender gap in work has the potential to create an extra £150 billion on top of 2025 business-as-usual GDP forecasts.

MYTH: This is a lot of extra work – we already have an equality action plan

FACT: If you have an equality plan or similar, that's great – build gender pay actions into it, but just remember to have the calculations clearly published on your website.