

The Governing Board of the Isle of Wight Education Federation - Gender Pay Gap Report and supporting statement 2020/21

The Governing Board is committed to publishing its Gender Pay Gap data together with a genuine commitment that we will work to narrow any gaps. In an increasingly diverse world, we recognise that we have a responsibility to ensure that our staff feel valued, included and rewarded in equal measures.

Roles are evaluated against the job description/person specification and not the post-holder or applicant, removing gender or any other personal characteristics of existing or potential post-holders. Therefore we are confident that the Governing Board as the employing body is paying the same salary to roles of assessed equal value.

The Governing Board is an employer required by law to undertake Gender Pay reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation: it will not involve publishing an individual employee's data.

We have published the result on our own website as well as the Government's website.

Mean pay gap	15.02%	
Median pay gap	34.84%	
Mean bonus gap	0%	
Median bonus gap	0%	
Proportion of different genders receiving bonus payment	0% Male	0% Female
Proportion of different genders in lower quartile	25% Male	75% Female
Proportion of different genders in lower middle quartile	23% Male	77% Female
Proportion of different genders in upper middle quartile	37% Male	63% Female
Proportion of different genders in upper quartile	36% Male	64% Female

The Governing Board employed a total of 292 full relevant pay employees on the relevant date of 31st March 2021, 198 were female and 94 were male.

Whilst there has been a material change in the Mean Pay Gap which has closed significantly, there has also been a significant deterioration in the recorded Median Pay Gap in the last year. One identified factor for the reduction in the overall number of full relevant pay employees as well as the change in the recorded pay gaps is the absence of internal/practice examinations during the Spring Term due to the pandemic. Exam Invigilators employed to oversee these examinations are predominantly female, and the rate of pay is one of the lowest in the Federation.

The Governing Board's key values include celebrating diversity and breaking down barriers to success. The Governing Board is committed to equality and diversity as well as reducing barriers by offering fair opportunities to all staff. This commitment includes providing opportunities to all, regardless of gender or any other reason that cannot be justified in job-related terms.

The Governing Board applies pay structures which are appropriate for the job roles. Teaching Staff pay ranges are defined by the School Teachers' Pay and Conditions Document, and those for support staff are in accordance with the NJC pay scales for Local Government staff. We do not make bonus payments for staff.

It is recognised that in the education sector:

- more women apply to work in the sector due to attractive working patterns i.e. part-time and term-time contracts to work around caring responsibilities
- part-time work can be less highly paid
- many female returners to employment apply to the public sector
- female staff are more likely to have career breaks and may not progress into senior leadership roles

Across the country, 77% of organisations reporting in the first gender pay gap reports in 2017/18 had a gender pay gap in favour of men.

Taking into account the outcomes of this report, as well as the context of the education sector, the Governing Board will continue to look for ways to close the gap year-on year and to do this we are committed to:

- promoting our female role models internally and externally
- improving opportunities for flexible working
- ensuring that development and learning opportunities are available to all
- making the lower salary roles more attractive to men using male role models



Jenny Hastings
Co-Chair of the Governing Board
Date 17 November 2021



Richard Bridgford
Co-Chair of the Governing Board
Date 17 November 2021