



# Danes Educational Trust

MAKING THE DIFFERENCE TOGETHER

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Gender Pay Gap Report 2020

# Our commitment

“Danes Educational Trust is committed to building a fair and inclusive culture where everyone can thrive and be of their best by embracing the differences they bring. We are pleased to have the opportunity to review and publish our Gender Pay Gap Report for 2020 and we are committed to continue to make positive changes for equality.

Evidenced by our core values we recognise the importance of a safe and respectful place to work for our staff and learners, where there is no place for inequality of any kind. Ensuring we reduce the Gender Pay Gap is in keeping with these values.

We continue to do everything we can to employ and educate without prejudice. To that end, we are partnering with a Diversity and Inclusion specialist externally to further review our position and seek ways in which we can continue to improve.”

Dr Josephine Valentine OBE  
Chief Executive Officer



# About us

In 2020 Danes Educational Trust expanded to be a Trust of five schools: St Clement Danes School; Croxley Danes School; Chancellor's School; Onslow St Audrey's School and De Havilland Primary School\*. We have more schools in the pipeline working towards joining the Trust in 2021. Trust schools maintain their own individual cultures and relationships with their community and networks, but align through key educational policies and school improvement strategies, and crucially align with respect to the Trust's vision and core values.

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The Gender Pay Gap shows the difference between the average (mean and median) earnings of men and women. This is expressed as a percentage of men's earnings.



\*Data from De Havilland Primary School is not included in this report as the school joined the Trust after the snapshot date.

# About us

Danes Educational Trust headcount across four schools and Central Services Team as at 31<sup>st</sup> March 2020:

**544**

Gender Split of Danes Educational Trust employees as at 31<sup>st</sup> March 2020:

**Women 71.9%**

**Men 28.1%**



# Pay and Bonus Gap

The information presented below relates to staff of Danes Educational Trust and is calculated in line with government regulations. The pay data relates to the pay period in which 31<sup>st</sup> March 2020 fell, whereas the bonus data relates to bonuses paid in the twelve months preceding 31<sup>st</sup> March 2020.

## Gender Pay Gap

Based on hourly rates of pay as at 31<sup>st</sup> March 2020:

Mean Hourly Rate		Median Hourly Rate	
Men	Women	Men	Women
£ 23.50	£ 20.88	£ 22.89	£ 20.00
Mean Gender Pay Gap 11.17%		Median Gender Pay Gap 12.64%	

## Bonus Pay Gap\*

Based on bonuses paid in the 12 months up to 31<sup>st</sup> March 2020:

Mean Bonus		Median Bonus	
Men	Women	Men	Women
£ 150.81	£ 319.19	£ 150.81	£ 303.53
Mean Bonus Pay Gap -111.65%		Median Bonus Pay Gap -101.27%	

Proportion of men receiving a bonus payment 1.15%

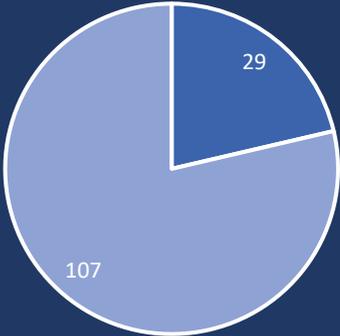
Proportion of women receiving a bonus payment 2%

\*Chancellor's School and Onslow St Audrey's School operate a Performance Related Pay Scheme for support staff who transferred to Danes Educational Trust and whose employment is protected under the Transfer of Undertakings (Protection of Employment) Regulations. The Scheme includes a one-off, non-consolidated payment for support staff who exceed performance targets. Danes Educational Trust is only able to report on payments made during employment with the Trust.

# Pay Quartiles

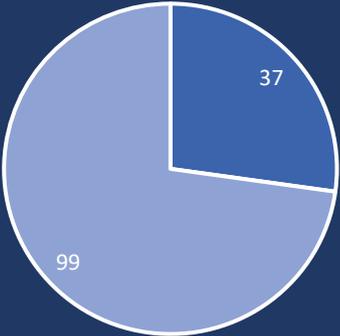
The following charts illustrate the percentage of men and women at Danes Educational Trust within four equally sized pay quartiles as at 31<sup>st</sup> March 2020.

Lower Quartile



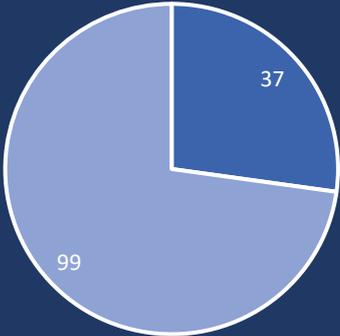
Men Women

Lower Middle Quartile



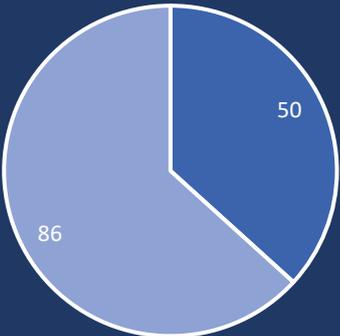
Men Women

Upper Middle Quartile



Men Women

Upper Quartile



Men Women

Lower Quartile		Lower Middle Quartile		Upper Middle Quartile		Upper Quartile	
Men	Women	Men	Women	Men	Women	Men	Women
21%	79%	27%	73%	27%	73%	37%	63%

# Why do we have a Gender Pay Gap?

The median Gender Pay Gap in the UK among all employees was 15.5% as reported by the Office for National Statistics in November 2020, this was a decrease from 17.4% in 2019, however, it is likely that this can be explained by the impact of the Government's Coronavirus Job Retention Scheme (furlough). Danes Educational Trust is reporting a median Gender Pay Gap of 12.64%, 2.86% below the UK average.

We employ more female staff than male at all pay quartiles and this is consistent with the education sector as a whole. Our Gender Pay Gap is driven by the higher proportion of females working in support roles, which are typically in the lower and lower middle quartile pay bands.

To provide context for rates of pay at the Trust, we use pay scales for all teaching staff that are aligned to the School Teachers' Pay and Conditions document, which is reviewed on an annual basis. For support staff, we use the pay scales set by the NJC (National Joint Council for Local Government Services). Staff move through the pay scales for their grade in accordance with our Pay Policy which is transparent and does not contain gender bias.

# What actions are we taking to reduce the Gender Pay Gap?

We are committed to improving our Gender Pay Gap and will explore initiatives to reduce it.

We are conducting an internal review and partnering with a specialist externally to review our wider position on Diversity and Inclusion and seeking ways in which we can continue to improve by eliminating bias from our organisation in our processes, practices and behaviours. Initiatives already in progress include:

- Support for women returning to work following maternity or adoption leave. We offer shared parental leave and flexible working opportunities to ensure as many women as possible are able to return to work and feel supported to do so.
- A range of family friendly HR Policies including maternity pay beyond statutory minimums to help staff be able to balance their family lives with their careers.
- Review of our recruitment processes to reduce unconscious bias and establish data collection processes to identify trends at school and Trust level.
- Introduction of questions about inclusion in our next annual staff survey.

# Declaration

I confirm that the information and data provided is accurate and in line with mandatory requirements.

Dr Josephine Valentine OBE

Chief Executive Officer

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