

Reducing the gender pay gap and improving gender equality

LiFE MAT Gender pay Gap report 2018

Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
♂ Male 15.22%	♂ Male 17.39%	♂ Male 23.91%	♂ Male 35.87%
♀ Female 84.78%	♀ Female 82.61%	♀ Female 76.09%	♀ Female 64.13%

LiFE Multi-Academy trust is committed to the promotion of equality of opportunities to all employees, and supports the fair treatment of all staff irrespective of gender. All our posts are aligned to agreed pay scales, with men and women receiving equal pay for equal roles.

The Gender Pay Gap - NUT

'The teaching profession is not immune from the gender pay gap ... There is a far greater likelihood of a male teacher securing promotion, especially to headship. In all state funded primary and nursery schools, 14% of all teachers are men, but 27% of headteachers are men. In secondary schools, 36% of teachers are men, yet 62% of headteachers are men.'

(www.teachers.org.uk/edufacts/gender-pay-gap)

A working group has met together to develop an understanding of the gender pay gap within LiFE Multi-Academy trust and have undertaken a systematic approach to identifying strategy and tactics to support development. Information from the government Equalities Office has been used to support structuring the process and underpin discussions.

Vision – What do we believe about this area for improvement?

- Future leaders will be empowered to be self-believers, risk takers and able to challenge traditional notions of leadership

Objective – What is it that needs to change/be done? What is the 'win'?

- To raise awareness and belief amongst staff and students that opportunities are equal, diversity is valued enabling all individuals to thrive

Strategy – How will the objective be achieved? The two or three key improvement areas

- Consideration of flexibility of working for all
- Identify and support potential female leaders
- Development of recruitment and interview process

Tactics – what it looks like on the ground

Consideration of flexibility of working for all

- advertise on MAT website
- openly discussing possibilities prior to appointment
- ensuring policies are robust and consistent across all MAT schools
- acknowledgement that circumstances change

Identify and support potential female leaders

- empower all leaders to identify potential women leaders and support development through PIPs process
- identify/design training to support women to secure promotion enabling the MAT to grow their own
- support next generation of female leaders
- monitor staff who receive 2 pay points for gender imbalance
- formalise the trust wide female forum and develop its purpose
- job shadowing for building experience and confidence

Development of recruitment and interview process

- ensure clear and fair recruitment process with gender neutral wording and role name consideration
- promote on the MAT website background journeys for success and where are you now
- ensure a variety of selection tasks within the interview process to draw upon different strengths

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Strategy	Tactics with specific actions	MAT Lead	School Lead	Time Scale	How will it be monitored	What it will look like when complete
Consideration of flexibility of working for all	<p>advertise on MAT website</p> <ul style="list-style-type: none"> review current practice cross MAT and revise as necessary put action plan on recruitment page on the website <p>positive approach to support the staff to continue in their role should circumstances change</p> <ul style="list-style-type: none"> MAT wide proforma flexible working form as an appendix to the policy <p>ensuring policies are robust and consistent across all MAT schools</p> <ul style="list-style-type: none"> review policies to ensure they are consistent acknowledgement that circumstances change 	SM				
Identify and support potential female leaders	<p>empower all leaders to identify potential women leaders and support development through PIPs process</p> <ul style="list-style-type: none"> draw up criteria for identifying potential leaders Share with all staff to support coaching process <p>identify/devise training to support women to secure promotion enabling the MAT to grow their own</p> <ul style="list-style-type: none"> research courses and career paths and quality assure monitor staff who receive 2 pay points for gender imbalance job shadowing for building experience and confidence formalise the trust wide female forum and develop its purpose <p>support next generation of female leaders</p> <ul style="list-style-type: none"> visiting speakers to promote women in leadership posts positive promotion around school assemblies to promote good awareness 	KB JO				

<p>Development of recruitment and interview process</p>	<p>ensure clear and fair recruitment process with gender neutral wording and role name consideration</p> <ul style="list-style-type: none"> ● use website to check gender balance in adverts ● look at roles and evaluate where possible to re- evaluate the title of the role <p>promote on the MAT website background journeys for success and how you have arrived where you are</p> <ul style="list-style-type: none"> ● identify those staff that have grown through the MAT and map their journeys <p>ensure a variety of selection tasks within the interview process to draw upon different strengths</p> <ul style="list-style-type: none"> ● develop working group and consider current practice 	<p>CH FLC</p>				
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