

## Gender Pay Reporting – snapshot date 31 March 2023

### Introduction

Anthem Schools Trust is required to report on the Trust's gender pay gap. Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

This report provides further analysis, beyond the statutory reporting requirements, and aims to identify areas for focus and improvement for the future as we continue to address and reduce our current gap.

### The pay gap data

The information we are required to report relates to the following areas:

- The gender difference between the mean hourly rate of pay as a %
- The gender difference between the median hourly rates of pay as a %
- The gender difference between mean bonus pay over the preceding 12 months as a %
- The gender difference between median bonus pay over the preceding 12 months as a %
- The proportion of male & female employees who received a bonus during the last 12 months
- The proportion of male and female employees in each of the four quartiles of the pay range

Reporting details: All employees	Female	Male	Total	Gender pay gap (%)
Total employees	826	218	1044	
Mean hourly rate	£19.07	£23.54		20.98
Median hourly rate	£15.61	£22.88		37.77
Mean bonus gender pay gap (over 12 months)				n/a
Median bonus gender pay gap (over 12 months)				n/a
Number of employees receiving a bonus	0	0	0	
Percentage of employees who received a bonus	0	0	0	

### The proportion in each pay quartile

Quartile	No. employees	No. female	No. male	% female	% male
Lower	261	238	23	91	9
Lower middle	261	206	55	79	21
Upper middle	261	196	65	75	25
Upper	261	186	75	71	29

## Highlights

The composition of our workforce remains broadly similar to 2022. We continue to have strong female representation in our leadership posts:

- 56% of our Trust Education Executive Team are female
- 43% of Trustees are female
- 75% of our headteachers are female
- 66% of our deputy headteachers/vice-principals are female

## Understanding our gap

Anthem Schools Trust is a multi-academy trust of 11 primary and 5 secondary schools serving diverse communities in the East Midlands, London and the Thames Valley. Our core values are integrity, collaboration and excellence. These values reflect the culture we want to achieve throughout our organisation, from the boardroom, throughout our workforce and to every classroom in our schools.

To understand our pay gap in more detail, we have analysed our workforce by gender and role type.<sup>1</sup>

Role	School type	% female	% male
Trustees	n/a	43	57
Education Executive Team	n/a	56	44
Headteachers	All	75	25
	Primary	88	12
	Secondary	34	66
Deputy Head/Vice-Principal	All	66	34
	Primary	80	20
	Secondary	40	60
Teachers	All	74	26
	Primary	87	13
	Secondary	66	34
Support Staff	All	84	16
	Primary	90	10
	Secondary	78	22

<sup>1</sup> We have calculated these figures using a basic methodology and the result are approximates. In preparation of this report we have reviewed our data set within the reporting requirements, which has provided a more accurate illustration and may show changes from previous years.

The Gender Pay Gap is a high-level indicator of male and female earnings which is affected by workforce distribution and workforce make-up. The data doesn't take account of the fact that men and women may be in different roles, capturing pay for over 1000 employees from apprentices to the CEO. As a result, we would expect the results of average hourly pay across all roles to be skewed. Our gender pay gap does not mean that male and female employees are paid different salaries for the same work. For Anthem, the overall pay gap reflects the distribution of male and female employees in different roles, and the salary scales for these posts, rather than unfair pay practices.

Within the education sector, it is common for a high proportion of the workforce to be female. The distribution within our own workforce remains stable at 20% male and 80% female. It is also common across the sector for a high proportion of females to be in support staff roles which are, typically, lower paid roles than leadership or teaching posts; 84% of our support staff are female. Of the highest earning roles, 29% are held by male employees, despite only 26% of Anthem employees being male. We also note that we have a low representation of male teachers (26%), particularly in the primary phase (13%).

When split into two separate categories, the pay gap is much reduced:

Reporting details: Teachers	Female	Male	Total	Gender pay gap (%)
Total employees	372	129	501	
Mean hourly rate	£19.48	£21.94		-11.87%
Median hourly rate	£25.76	£26.39		2.41%

Reporting details: Support staff	Female	Male	Total	Gender pay gap (%)
Total employees	455	88	543	
Mean hourly rate	£19.03	£23.67		-21.73%
Median hourly rate	£10.93	£13.46		-20.74%

Anthem is proud to operate as an equal opportunities employer. It is important to note that all our posts are aligned to nationally agreed pay scales, with male and female staff in each school paid within the same pay band for the same job role.

## How does Anthem compare with others?

The median gender pay gap across the UK is 14.3% in favour of male employees<sup>2</sup>. For teachers, the median gender pay gap is 1% for primary settings and 4% for secondary settings<sup>2</sup>. Anthem is therefore performing within those averages for the teaching sector.

<sup>2</sup> Source: Annual Survey of Hours and Earnings, Office for National Statistics, Available at: [here](#) [accessed 09 February 2024]



## How are we going to continue to address our gap?

Anthem is committed to the promotion of equality of opportunity and choice for employees and supports the fair treatment of all staff, irrespective of gender, through our transparent recruitment processes, pay policy, flexible working and professional development opportunities.

As part of our action plan, we will continue to monitor this data on an ongoing basis, as growth and change within Anthem may alter the data by the next reporting date.

Equality will remain as an agenda item for our Education Executive Team meetings, with equality objectives across Anthem linked to gender pay gap data.

Under TUPE processes we have no control over the staffing complement where academies join our Trust. However, we will continue to consider any relevant gender inequality when advertising future posts, including using gender neutral language and promoting flexible working opportunities. Anthem continues to provide leadership development programmes for those aspiring to middle and senior leadership to further support equal access to progression for all staff.

We will continue to compare data to identify any long-term trends, monitor our progress and identify whether additional action is required.

### **Declaration:**

I confirm that the above information has been prepared from our payroll data on the snapshot date and fairly represents the Gender Pay Gap information for Anthem Schools Trust.

A handwritten signature in black ink, appearing to read "Mohsen Ojja", is positioned above the printed name of the Chief Executive Officer.

**Mohsen Ojja, Chief Executive Officer**  
**March 2024**