



OUR GENDER PAY GAP REPORT 2019

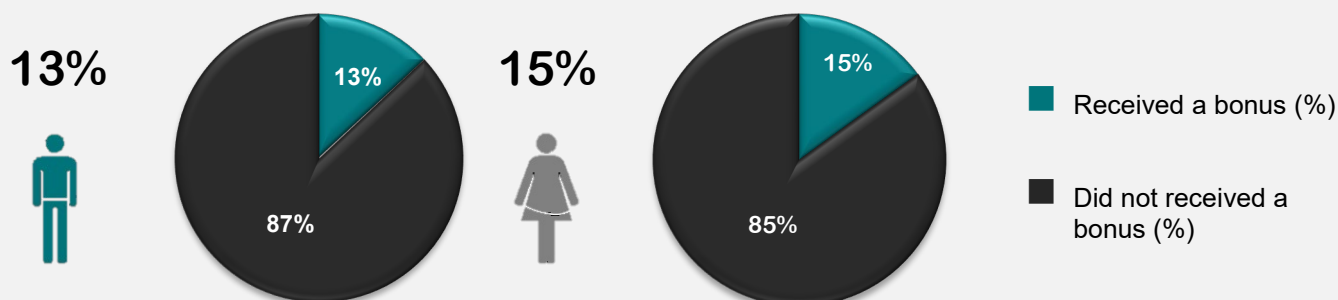
At the Harpur Trust we are committed to fairness, equality and inclusion and continuously review our policies in these areas to ensure their effectiveness.

Pay & Bonus Gap

	Difference between men and women	
	Mean	Median
Hourly fixed pay	18.2%	27.2%
Bonus paid	31.8%	0.0%

The table above shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (i.e. 5 April 2019). It also captures the mean and median difference between bonuses paid to men and women in the year up to 5 April 2019.

Proportion of colleagues awarded a bonus



This shows that 2% more women than men were paid a bonus in the year up to April 2019. The majority of bonuses were small Christmas gifts valued at £25 or less. Bonuses larger than £25 were awarded to only 4 employees in 2019; 2 male and 2 female, with equal amounts awarded to each.





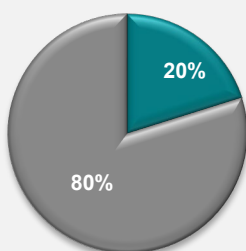
OUR GENDER PAY GAP REPORT 2019

Pay Gap by Quartile

Quartiles are calculated by listing the rates of pay for each employee across the organisation from lowest to highest, before splitting that list into four equal-sized groups and calculating the percentage of males and females in each. The image below illustrates the gender distribution at The Harpur Trust across the four equally sized quartiles, each containing 277 colleagues.

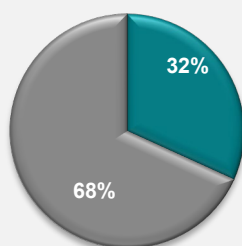


Lowest



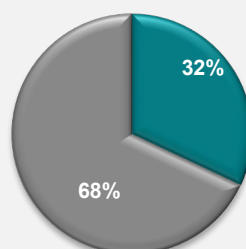
0.0% pay gap

Second



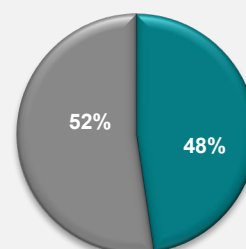
6.1% pay gap

Third



1.5% pay gap

Fourth



0.4% pay gap

Within each quartile we have calculated the pay gap based on hourly rates of pay of men and women.

I confirm that the data reported is accurate.

David Steadman
Chief Executive

30 March 2020



The Harpur Trust's Gender Pay Report 2019

Introduction

The Equality Act 2010 (Gender Pay Gap Information) Regulations require 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.

The gender pay gap shows the difference between the mean and median earnings of men and women, regardless of the nature of their work. This is expressed as a percentage of men's earnings i.e. women earn X% less than men. For differences in rates of pay and bonuses, a positive percentage indicates that men in an organisation receive a higher rate than women in an organisation. A negative percentage indicates that men in an organisation receive a lower rate than women in an organisation.

A gender pay gap is different from an equal pay comparison, which would involve direct comparison of two people or groups of people carrying out work of equal value.

Our Results

We are confident that men and women are paid equally for doing equivalent jobs across our organisation.

Our overall gender pay gap is influenced significantly by the broad range of roles within our organisation. However, the gender pay gaps in each quartile are significantly lower than the overall gap. When compared to 2018, there has been a reduction in the gap in the lowest and fourth quartiles. There has been an increase of 0.2% in the second quartile, and the third quartile has increased from 0% to 1.5%. In the third quartile, there has been a year on year average increase in pay for males of 5%, and 3% for females. This can be attributed to there being more men in senior roles on spot rates. In our second and third pay quartiles, the percentage of women is more than twice that of men. Roles in our lowest quartile (in which there is only 20% male occupancy) are typically those in areas such as Early Years Provision, catering and cleaning, and many of these roles are part-time or sessional. In our fourth quartile, there is a slightly higher rate of female occupancy (4% higher) with average year on year increases of 8% for women and 7% for men. There are 10 more women in this quartile compared to 2018.

Compared to our 2018 report, representation in our Senior Leadership roles remains unchanged – 5 women (2 School Heads, Finance Director, HR Director and Community Programmes Director) and 6 men (Chief Executive, 2 School Heads and 3 Bursars). However, women are not significantly under-represented in these senior roles and, building on the year on year reduction in 2018 of 1%, the year on year gap in the fourth quartile for 2019 has reduced by a further 0.8%.

Our Trustee Board comprises of 9 women and 14 men and, whilst our current Chief Executive is male (thus contributing to our gender pay gap), his rate of pay is 5.2 times the median, which is a considerably lower ratio than that of many organisations.



Our Continued Commitment to Improvement

As reported in previous years, there are a significant number of part-time, term-time only and job share opportunities available within the organisation, and our culture of flexibility helps to attract women to our Senior Leadership roles. In the year to 5 April 2019, 12 employees made flexible working requests, and flexible working arrangements have been agreed for all 12. To continuously reinforce a culture of flexibility, we ensure that our Time Off and Family Friendly Policies, which include enhanced maternity pay and additional paid emergency days, are widely promoted, both at induction stage and during employment. To build on this, and to communicate these benefits to prospective employees, these policies will be added to the Careers section of the Harpur Trust website, alongside our organisational values and Equality and Diversity Policy.

We already use a broad range of recruitment channels, including advertising internally and on social media platforms, and we continue to improve our use of gender-neutral language. Interviews are conducted by selection panels, thereby ensuring that decisions are not left to individuals, and the Harpur Trust makes Behavioural Event Interviewing training available to all employees who are involved in recruitment and selection. We seek to ensure continued scrutiny of the balance of selection panels to guard against bias. This potentially has the dual effect of improving access for women into more senior roles, as well as providing men with more access into traditionally female roles such as Early Years provision. In 2019, Trustees undertook the recruitment process for a new Chief Executive for the Harpur Trust and there was an equal representation of females and males on the panel.

2017 saw the launch of the Harpur Trust's Inspiring Leaders Programme. Designed to equip delegates with essential leadership skills, the 12-month programme includes 360 degree review and Myers Briggs Type Indicator (MBTI) reports to assist with the identification of development goals, a leadership workshop and coaching session with external consultants to support the achievement of those goals, and a series of practical Focus On Sessions to help build leadership and management skills. The ratio of women to men in the first year's cohort (2017/2018) was 8:4, and in the second year (2018/2019) was 7:4. The programme was designed with the intention of contributing significantly to the development of our leadership capability and to support our succession planning. Two female employees from the 2017/2018 cohort were promoted. Entering its third year in 2019/2020, competition for places on this programme is high, especially now that the programme has been accredited by the Institute of Leadership and Management (ILM) so that delegates can achieve a nationally recognised Level 5 Award in Leadership and Management. The ratio of female to male participation in 2019/2020 is 10:3, which demonstrates the extent to which this training continues to be attractive to female employees who are committed to achieving their career ambitions both within the Harpur Trust and beyond.

In the year to 5 April 2019, diversity and inclusion training continued to be delivered across the organisation, including at Trustee level, and this is a mandatory module on our Inspiring Leaders Programme. To further support this, an online Respectful Workplace module is being developed with the intention of this being a mandatory element of the employee induction process.



Checklist of Continuing Actions

- ✓ Addition of Time Off and Family Friendly Policies to the Careers Section of the Harpur Trust website
- ✓ Continued scrutiny of recruitment selection panels
- ✓ Encouraging greater participation in the Harpur Trust's Behavioural Event Interview training
- ✓ On-going assessment of the impact of the Inspiring Leaders Programme on female promotional opportunities
- ✓ Implementation of Respectful Workplace online training module
- ✓ Reporting to the Trustee Board the number of flexible working requests, and how many are agreed

