
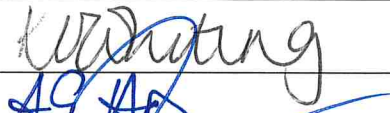
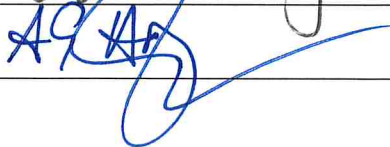


# SIPS Education Ltd

## Gender Pay Gap Report 2018

Declaration I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Name	Role	Signature	Date
Tracy Pearce	Chief Executive		14/2/19
Kim Whiting	Director HR and Learning		14/2/19
Adam Hollyhead	Chair of Board of Directors		14/2/19

## About SIPS Education

SIPS Education was founded in 2012, and is a mutual company majority owned by the education settings that we provide services to. Every new client who comes to us for service provision becomes an owner in our business.

We are a not for profit company which enables us to invest in the business and provide bespoke services based on individual school needs. We also have one over-riding focus: to improve outcomes for children and young people through the provision of high quality school support and school improvement services.

SIPS Education has a large team of teaching practitioners, educational professionals and support staff who are fully committed to sharing their expertise and best practice experience. Combined, this represents a huge body of knowledge covering all schools, all ages and all disciplines, both in the classroom and in support of areas such as IT and governance.

Publishing gender pay gap data on an annual basis will help employers, including ourselves, to see where action to close the gender pay gap is most needed.

## Introduction

As from April 2018, public, private and voluntary sector organisations with 250 or more employees have to report annually on their gender pay gaps using the following six measures:

1. The mean gender pay gap – the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
2. The median gender pay gap – the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
3. The mean bonus gender pay gap – the difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees
4. The median bonus gender pay gap – the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees
5. Bonus proportions – the proportions of male and female relevant employees who were paid for bonus pay during the relevant period
6. Quartile pay bands – the proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands

The figures for these metrics have been reached using the mechanisms that are set out in the gender pay gap reporting legislation and provided by our payroll provider.

This gender pay gap report relates to the snapshot date of 5 April 2018.

## Mean Gender Pay Gap

Mean Gender Pay Gap as at March 2018 Payroll	
Mean hourly rate for women	£11.36
Mean hourly rate for men	£16.80
Mean hourly rate gap	£5.44
Mean gender pay gap in hourly pay as a percentage of men's pay	<b>32.4%</b>

This is a slight reduction from the previous reporting year (0.6%).

## Median Gender Pay Gap

Median Gender Pay Gap as at March 2018 Payroll	
Median hourly rate for women	£8.52
Median hourly rate for men	£15.62
Median hourly rate gap	£7.10
Median gender pay gap in hourly pay as a percentage of men's pay	<b>45.4%</b>

This is a reduction from the previous reporting year (3.6%).

## Mean Bonus Gender Pay Gap, Median Bonus Gender Pay Gap and Bonus Proportions

SIPS Education Limited does not pay bonuses.

## Proportion of Males and Females in Each Quartile Band (%)

Quartile	Total number of Females	Total number of Males	Total number Staff	Sum of Total % Females	Sum of Total % Males
Lower	96	2	98	98%	2%
Lower Middle	89	8	97	91.8%	8.2%
Upper	84	13	97	86.6%	13.4%
Upper Middle	70	28	98	71.4%	28.6%
<b>Grand Total</b>	<b>339</b>	<b>51</b>	<b>390</b>		

## Commentary

Data was collected on the 5<sup>th</sup> April 2018. At this time our workforce comprised of 51 men and 339 women. We are a flexible employer and a significant number of employees take up this flexibility.

58 members of staff have 52 week contracts and work 37 hours per week (14.8%), of these 33 are women and 25 are men. All other staff work a variety of part time hours including term time. Women make up the majority of the workforce (almost 86.9%).

SIPS Education provides support services to schools in the following areas:

- Health and Safety
- Information technology (including SIMS)
- Music and Arts
- Catering
- Workforce Development (including teaching and learning, HR, Education Business Partnerships and training)
- Governance (clerking and advice)

SIPS Education support the fair treatment of all staff, irrespective of gender through our transparent policies and processes including:

- Equal opportunities
- Safer recruitment
- Job evaluation scheme
- Flexible working policies
- Equalities
- Etc.

Over the last 3 years we have continued to ensure that we do not have pay inequality in our organisation. This included a salary review and creation of our own job evaluation scheme to ensure that pay and reward are fair at every level of SIPS Education.

We are confident that SIPS Education's gender pay gap is not a pay issue. Further analysis of the data can be seen on the next page.

## Senior Management Team

The senior management team consists of 7 employees of these 4 are female and 3 are male.

### Full Time contracts (52 weeks 37 hours) 58 staff (33 women and 25 men)

Mean Gender Pay Gap as at March 2018 Payroll	
Mean hourly rate for women	£18.40
Mean hourly rate for men	£16.48
Mean hourly rate gap	-£1.92

Median Gender Pay Gap as at March 2018 Payroll	
Median hourly rate for women	£18.36
Median hourly rate for men	£15.62
Median hourly rate gap	-£2.74

### 52 week contracts (106 staff 68 women, 38 men)

Mean Gender Pay Gap as at March 2018 Payroll	
Mean hourly rate for women	£19.50
Mean hourly rate for men	£19.10
Mean hourly rate gap	-£0.40

Median Gender Pay Gap as at March 2018 Payroll	
Median hourly rate for women	£20.29
Median hourly rate for men	£18.84
Median hourly rate gap	-£1.45

## Next Steps

We will continue to actively encourage flexible working across our organisation, in every role, at every level, to ensure that our people have the opportunity to work in a way that works best for their career aspirations and home life.

We will continue to review the company job evaluation scheme on an annual basis. This will include re-evaluation of existing jobs to ensure that the grading structure remains sound and robust and to prevent salary drift and job anomalies.

