



SIPS Education Limited  
Guardian House,  
West Bromwich,  
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# SIPS Education Ltd

# Gender Pay Gap Report 2020

## Declaration

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

Name	Role	Signature	Date
Brian Cape	Chief Executive		22.4.21
Kim Whiting	Strategic Director (People)		22 April 2021
Lucy Bray	Chair of the Board of Directors		22.4.21

## **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 2020.

## Mean Gender Pay Gap

Mean Gender Pay Gap as at March 2020 Payroll	
Mean hourly rate for women	£11.70
Mean hourly rate for men	£18.43
Mean hourly rate gap	£6.73
Mean gender pay gap in hourly pay as a percentage of men's pay	<b>36.5%</b>

This is an increase from the previous reporting year (7.2%).

## Median Gender Pay Gap

Median Gender Pay Gap as at March 2020 Payroll	
Median hourly rate for women	£8.79
Median hourly rate for men	£18.92
Median hourly rate gap	£10.13
Median gender pay gap in hourly pay as a percentage of men's pay	<b>53.5%</b>

This is an increase from the previous reporting year (11.3%).

## 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	90	0	90	100%	0%
Lower Middle	84	5	89	94.4%	5.6%
Upper	81	9	90	90.0%	10.0%
Upper Middle	59	30	89	66.3%	33.7%
<b>Grand Total</b>	<b>314</b>	<b>44</b>	<b>358</b>		

## **Commentary**

Data was collected on the 5 April 2020. At this time our workforce comprised of 44 men and 316 women. We are a flexible employer and a significant number of employees take up this flexibility.

50 members of staff have 52-week contracts and work 37 hours per week (13.88%), of these 28 are women and 22 are men. All other staff work a variety of part time hours including term time. Women make up the majority of the workforce (almost 87.77%).

There is a clear organisational disparity between male and females within our workforce, this is as a direct result of the following factors:

- 97% of colleagues within our Catering Team are female, with contracts that are both term time and part time in the majority of cases. This represents 67.3% of our workforce
- This work is particularly attractive to female colleagues due to the flexibility (school hours and term-time) it offers families
- 78.33% of staff work part time or term time hours across the organisation due to the client base being predominantly schools who work term time.

The reasons for the predominance of women in the pay distribution, we believe is societal. We offer a large number of part time and term time roles, which our employees find fit in with their responsibilities outside the workplace.

We are confident we pay men and women doing the same roles equally, the mean gender pay gap of 36.5% reflects the imbalance of males and females fulfilling particular roles. The imbalance of roles is typical for our industry.

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

- Human Resources – Consultancy and Administration including a DBS Umbrella Body Service
- Teaching and Learning including School Improvement
- Health and Safety
- Risk Management
- Schools Catering
- Schools Strategic Finance
- Music and Arts (Teaching)
- IT Services including SIMS Support
- Governance Support including Clerking and Training
- Education Business Partnership including Work Experience
- Services for Newly Qualified Teachers – Statutory support and training

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. We conducted 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. All roles within SIPS are evaluated using this scheme and colleagues are paid in accordance with this via pay scales that are consistent and published.

We are confident that SIPS Education's gender pay gap is not a pay issue.

### **Senior Management Team**

The Senior Management Team consists of five employees of these three are female and two are male, which is a change from last year's data where there was only one male.

### **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.