



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

Gender Pay Gap Report

2024

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		13.02.25
Kim Whiting	Strategic Director (People)		14.02.25
Sarah O'Boyle	Chair of the Board of Directors		13.02.25

About SIPS Education

SIPS is the not-for-profit education support services provider for Sandwell, the Black Country and the West Midlands, committed to supporting excellence in our region's schools.

A proud member of Co-operatives UK, our purpose is centred upon enriching children and young people's learning and well-being by providing excellent service partnerships and products across our region.

We are owned and governed by schools, and we operate an innovative, agile, stakeholder-led service, and the SIPS board comprises representative community head-teachers and local authority colleagues.

Our services include IT, Safety Services, Human Resources, Catering, Finance, Music and Arts Teaching and Governance.

Publishing gender pay gap data on an annual basis helps employers, including us, 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 2024.

Mean Gender Pay Gap

Mean Gender Pay Gap	
Mean hourly rate for women	£13.73
Mean hourly rate for men	£17.15
Mean hourly rate gap	£3.42
Mean gender pay gap in hourly pay as a percentage of men's pay	19.94%

This is a reduction of 1.44% from the previous reporting year which was 21.38%.

Median Gender Pay Gap

Median Gender Pay Gap	
Median hourly rate for women	£11.84
Median hourly rate for men	£17.36
Median hourly rate gap	£5.52
Median gender pay gap in hourly pay as a percentage of men's pay	31.8%

This is a reduction of 1.4% from the previous reporting year.

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	84	6	90	93.33%	6.67%
Lower Middle	85	5	90	94.44%	5.56%
Upper Middle	76	14	90	84.44%	15.56%
Upper	59	30	89	66.29%	33.71%
Grand Total	304	55	359		

Commentary

Data was collected on the 5 April 2024. At this time our workforce comprised of 55 men and 304 women. We are a flexible employer, and a significant number of employees take up this flexibility. Women make up the majority of the workforce (84.67%).

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

- This work is particularly attractive to female colleagues due to the flexibility (school hours and term-time) it offers families.
- The majority of colleagues 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 have a large representation of female colleagues in catering positions, which are our lowest paid roles.

We are confident we pay men and women doing the same roles equally, the mean gender pay gap of 19.94% reflects the imbalance of males and females fulfilling particular roles. The imbalance of roles is typical for our industry. However, it is important to note, that since the introduction of Gender Pay Gap Reporting in 2017, our gender pay gap trends are gradually decreasing over time:

	2017	2018	2019	2020	2021	2022	2023	2024	UK 2024*
Median pay gap	49.0%	45.4%	42.2%	53.5%	46.1%	41.0%	33.2%	31.8%	7.0%
Mean pay gap	33.0%	32.4%	29.3%	36.5%	31.1%	28.4%	21.38%	19.94%	13.1%

*UK average – ONS

The continued increase in our minimum rate of pay has been a key driver in closing our gender pay gap. We now have more colleagues on the same rate of pay for our entry-level roles, rather than at different points in a pay range.

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

- Human Resources – Consultancy and Administration
- Teaching and Learning
- Safety Management
- Schools Catering

- Schools Strategic Finance
- Music and Arts (Teaching)
- IT Services
- Governance Support
- Education Business Partnership
- Services for Early Career Teachers

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

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

SIPS Education has its own job evaluation scheme to ensure that pay and reward are fair at every level of the organisation. 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 three employees of these two are female and one of which is male.

How will we continue to close the gap?

We are proud of our family friendly policies, and 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 assess the pay for our roles using our job evaluation scheme to ensure fairness and transparency.

Recruitment is one of the key areas of creating greater diversity in our organisation and we will continue to review our practices to encourage a wider range of different groups to apply for roles with SIPS Education.