

Gender Pay Gap Report (March 2021 Data)

Legal Requirements for Gender Pay Gap Reporting

The Equality Act 2010 requires Education Learning Trust (The Trust) to publish details of its Gender Pay Gap between male and female employees in the organisation. This is an annual, legal requirement for all organisations with 250 or more employees in England, Scotland and Wales. Education Learning Trust is a public sector body and as such the 'snapshot' date for data capture is 31st March 2021.

The definition of an employee includes those with a contract of employment with the Trust, apprentices and some self-employed people, where they have to perform the work personally.

This is the first year that the Trust has reported its Gender Pay Gap, having increased in size to above the threshold of 250 employees when The Kingsway School joined in November 2020, and Werneth School joined in January 2021.

What is the Gender Pay Gap?

The gender pay gap is the difference between the average (mean or median) earnings of men and women across an organisation, regardless of their job role.

This is different to equal pay, which is where men and women are paid the same salary for the same or equivalent roles. A gender pay gap may occur when there are a higher number of men in more highly paid roles, and/or a higher number of women in lower paid roles. This will mean a higher average pay for men compared to women.

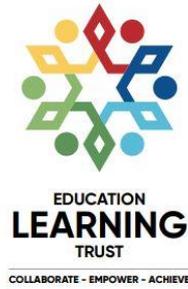
This report compares the average hourly rates of pay of men and women, enabling a comparison of pay irrespective of whether the employees are full-time or part-time.

To ensure an equitable and consistent pay structure, the Trust follows nationally agreed pay grades for all teaching and support staff and undertakes job evaluations and benchmarking when required.

Data Reporting

Education Learning Trust reports the following statutory measures of data to the government and publishes it on its website.

- the mean gender pay gap in hourly pay
- the median gender pay gap using hourly pay
- the percentage of men and women in each hourly pay quarter in a ranking of employees from lowest- to highest-paid per hour.



Percentage of men and women in each pay quarter (quartile)

On the snapshot date, Education Learning Trust had 447 employees, including the two secondary schools that joined the Trust in November 2020 and January 2021. At this date, ELT workforce comprised of 96 men (21%) and 351 (79%) women.

The table below shows the proportion of male and female full pay relevant employees in each of the four pay quarters. To calculate this, a list of all employees has been divided into four quarters based on their hourly rates of pay. The Upper Pay Quarter contains employees on the highest hourly rate of pay and the Lower Pay Quarter represents the employees on the lowest hourly rate of pay.

Upper Pay Quarter employees are mostly those in the senior leadership roles for example Headteachers, Deputy and Assistant Headteachers, Directors and Executive roles. The Upper Middle Pay Quarter contains teaching staff and some senior support staff managers. The Lower Middle Pay Quarter consists of teaching and learning support staff and business and administration staff, and the Lower Pay Quarter contains support staff in roles such as mid-day assistants, after and before schools club staff and other support roles.

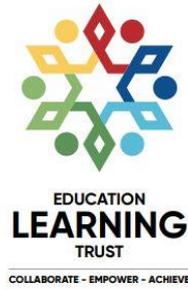
Percentage of men and women in each quarter – the data

Quarter	Men		Women	
	Number	%	Number	%
Upper Pay Quarter	35	31.5	76	68.5
Upper Middle Pay Quarter	22	19.6	90	80.4
Lower Middle Pay Quarter	24	21.4	88	78.6
Lower Pay Quarter	15	13.4	97	86.6

- There is a disproportionate number of women in the Lower Pay Quarter (86.6%)
- Women are well represented across the Trust in all quarters
- The Upper Pay Quarter has proportionality less women than the other three quarters, however it still has 68.5% who are women.

Mean and Median Gender Pay Gap

The **mean** gender pay gap is the difference in the mean pay of male and female employees expressed as a percentage and calculated by adding together the hourly rate of pay data on the snapshot date, then dividing it by the total number of relevant employees.



The mean Gender Pay Gap for ELT on 31st March 2021 is 14.9% in favour of men. This means that when using the mean, men at ELT are paid 14.9% more than women, therefore, for every £1 a man earns, a woman will earn 85p.

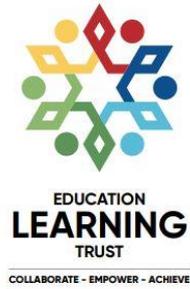
The **median** gender pay gap is the difference in median pay of male and female employees expressed as a percentage and calculated by listing the hourly pay rates in numerical order, from the smallest to the largest, at the snapshot date and selecting the middle value. The median is a less accurate average than the mean as it involves comparing the mid-point in a list, however it can be useful to indicate what the 'typical' situation is. Medians are not distorted by very high or low hourly pay, this means that when a median is used, not all gender pay gap issues will be picked up. Median values can also miss identifying where gender pay gap issues are most pronounced, in the lowest paid or highest paid employees.

The median Gender Pay Gap for ELT on 31st March 2021 is 35.5% in favour of men. This means that when using the median, men at ELT are paid 35.5% more than women, therefore, for every £1 a man earns, a woman will earn 65p.

How the ELT are working to bridge the Gender Pay Gap

The Trust's gender pay gap is comparable with that of the UK and the education sector. The current UK Gender Pay Gap for all employees stands at 15.4%. (ONS 2021) so the Trust's mean Gender Pay Gap figure for all employees compares well at 14.9%. Education Learning Trust is committed to doing all it can to reduce the gap and continues to take action in the following areas:

- Annual reviews of the recruitment strategy, recruitment and selection policy and processes, to ensure gender equality.
- Adopt a zero-tolerance approach to all forms of discrimination and harassment by regular review of related policies, promoting dignity and respect across the Trust.
- Ensure staff are aware of their options to apply for paternity and shared parental leave by reviewing and clear communication of Trust policies.
- Gender neutral language used in recruitment documentation and policies.
- Job adverts are advertised internally.
- Job adverts indicate where flexible working and job sharing options are available.
- Ensure staff are fully trained in recruitment best practice across the Trust schools.
- Analyse recruitment data to identify where improvements can be made to ensure gender equality.
- Launch a new Trust level flexible working policy and review staff wellbeing policies to encourage staff retention and attract staff with protected characteristics.



- Comparison of this first year's Gender Pay Gap data with March 2022 data, investigate changes and address any issues while considering societal, economic, cultural and educational factors.

Omissions from the Gender Pay Gap Report

ELT does not operate a bonus pay scheme for employees, therefore the below indicators are not applicable and not reported:

- the percentage of men and women receiving bonus pay
- the mean gender gap in bonus pay
- the median gap in bonus pay

Michelle Murray
CEO/Executive Principal

Iain Huck
Director of Finance & Operations

On behalf of the Board of Trustees