

Education and Leadership Trust - Gender Pay Gap Report (March 2017)

Gender pay reporting legislation requires 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 Education and Leadership Trust has 502 employees. The Trust has 3 secondary schools, 2 of which are all girls schools.

ELT Staffing by Gender	
Male	Female
23.7 % (119)	76.3 % (383)

The overall gender pay gap is defined as the difference between the mean (average) or median (actual midpoint) hourly rate of pay for male and female employees.

The ELT uses pay scales that are aligned to the School Teachers' Pay and Conditions document and for support staff; it uses the NJC pay scales.

Education and Leadership Gender Pay Gap	
Mean	Median
4.7% lower for female employees	7.1% lower for female employees

UK Gender Pay Gap	
Mean	Median
17.3% lower for female employees	18.1% lower for female employees

A gender pay gap does not indicate that men and women are being paid differently for equal work. The data shows that the pay gap is due to a higher proportion of female employees working in lower grade jobs compared to their male colleagues. These roles are predominantly in the following staff groups: cleaning/housekeeping, lunch time support /catering and administration and teaching assistant roles.

Mean/Median percentage pay gap across ELT by role						
	SLT	TLR Roles	Teachers	Educational Support Staff	Other Support Staff	Trust Central Roles
Mean	6.6% higher for females	0.7% higher for females	7.2% higher for females	13.1% lower for females	23.7 % lower for females	160.7% higher for females
Median	15.7% higher for females	0.3% higher for females	16.2% higher for females	28.5% lower for females	22.9% lower for females	105% higher for females

The Education and Leadership Trust is committed to supporting our employees to develop their skills through training and development to take up further career opportunities across our Trust as they arise. The Education and Leadership Trust is also committed to reducing its gender pay gap by reviewing our flexible working policies, ensuring we offer support for women returning to work following a period of maternity leave, through shared parental leave, part time working and flexible working opportunities.

Bonus Payments

The Education and Leadership Trust do not operate a bonus scheme for any of its employees.

Gender Pay Gap who were paid a bonus	
Mean	Median
N/A	N/A

Quartile Pay Band

Proportion of males and females when divided into four groups ordered from lowest to highest pay. Figures in brackets represent staff numbers in each quartile by gender.

There are a higher proportion of females in every quartile. The results illustrate that the overall pay gap is a result of the low proportion of males in lower paid roles.

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male	12.7% (16)	31.2% (39)	29.6% (37)	21.4% (27)
Female	87.3% (110)	68.8% (86)	70.4% (88)	78.6% (99)

Supporting Statement

I confirm the information has been prepared from our payroll data and represents the Gender Pay Gap information for the Education and Leadership Trust.

Signed: *P. Kane*

Position: *Chief Accounting Officer*

Date: *21/3/2018*