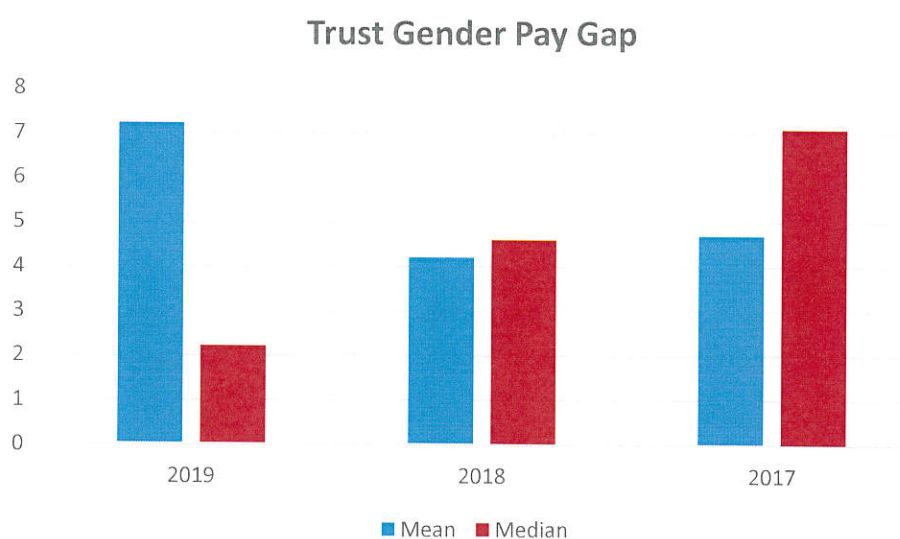


Education and Leadership Trust - Gender Pay Gap Report (March 2019)

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 had 488 employees (119 males and 369 females) on 31st March 2019. The Trust has 3 secondary schools, 2 of which are all girls schools.

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 mean gender pay gap for March 2019 has increased from 4.2% to 7.2% in 2019. The median gender pay gap currently stands at 2.2% compared to 4.6% in 2018. This is well below 2018 data where the median UK pay gap in the UK was 17.9%.

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: administration, catering and teaching assistant roles.

We are confident that men and women are paid equally for undertaking equivalent roles across the Trust. Teachers pay is aligned to STPCD and support staff pay is aligned to Manchester City Council support staff pay scales. The median reducing is positive. The middle value of male and female hourly salaries is very similar for 2019 (women £17.27 and men £17.66) compared to last year (women £15.77 to men £16.52).

The mean has increased this year. We expect this is to do with more men in higher paid roles than women which is a trend within the education sector. Women do make up the bulk of the lower paid roles such as catering, TA's and admin. This will impact on the mean hourly pay.

Mean hourly rate for men in 2019 was £19.87 and for women £18.43 compared to 2018 data – men £18.60 and women £17.82 hence the mean pay gap has increased.

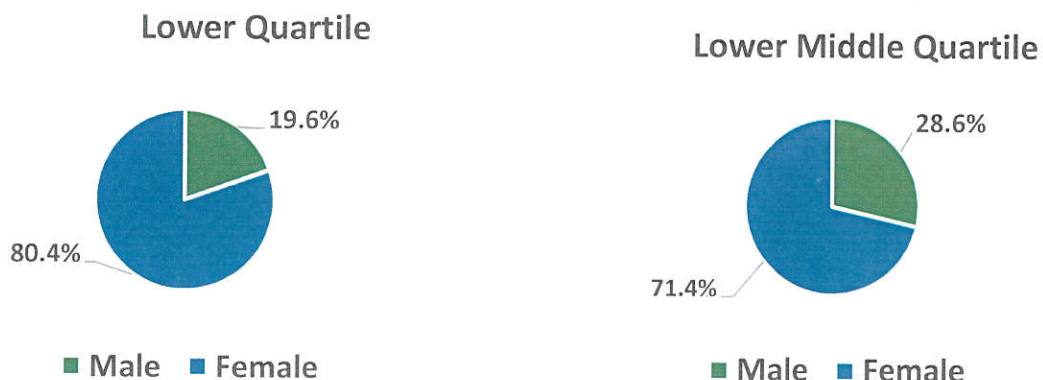
The Education and Leadership Trust is committed to supporting our employees to develop their skills through training and development to take up further career opportunities across our Trust as they arise. The Education and Leadership Trust is committed to reducing its gender pay gap by reviewing our 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.

Mean/Median percentage pay gap across ELT by role						
	SLT	TLR holders	Teachers	Educational Support Staff	Non-educational Support Staff	Trust Central Roles
Mean	-10.1%	17.0%	-3.0%	3.9%	18.2%	-141.7%
Median	-18.5%	5.8%	0.0%	13.2%	12.7%	-83.4%

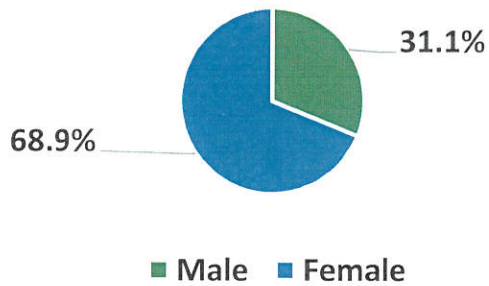
Quartile Pay Band

This shows the proportion of males and females in each quartile pay band. To calculate this we ranked employees according to their hourly rate of pay, then divided them into four quartiles.

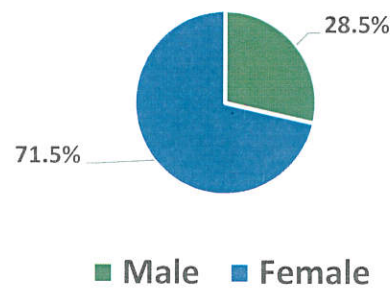
There are a higher proportion of females in every quartile.



Upper Middle Quartile



Upper Quartile



Bonus Payments

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

Next Steps

We will review our recruitment policy and processes to ensure we are an attractive and flexible employer for all of our schools. We can review roles (including SLT) to ensure, where possible we make them accessible to women who may wish to work part time, flexibly or if they are returning to work after a period of maternity leave. We will continue to offer and promote all CPD opportunities across the Trust with focus on formal training qualifications available via our Levy funding to enhance career aspirations for all staff.

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: 

Position: Executive Headteacher ✓

Date: 17.07.20