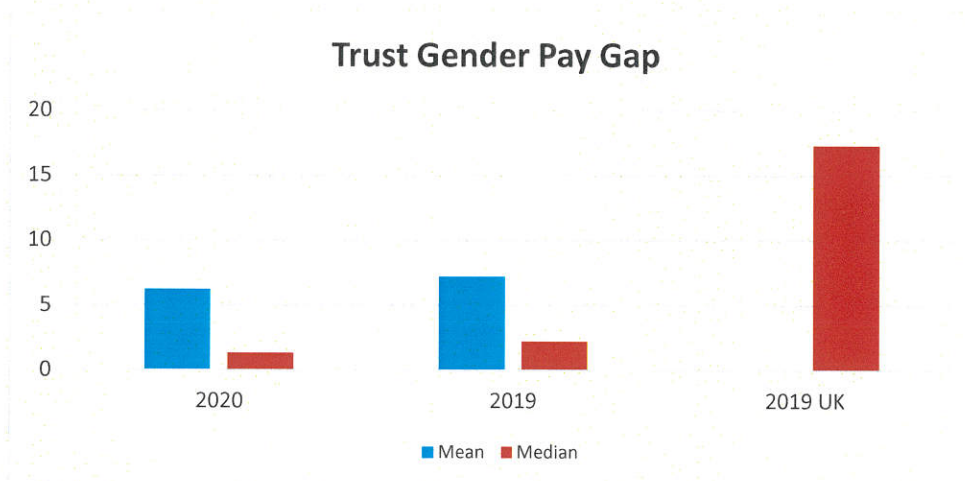


Education and Leadership Trust - Gender Pay Gap Report (March 2020)

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 474 employees (115 males (27%) and 359 females (73%) on 31st March 2020. 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 trust median gender pay gap currently stands at 1.3% compared to 2.2% in 2019. What this means is that on average women are paid 99p for every £1 men were paid. This is considerably below the median 2019 UK pay gap which stood at 17.3%.

The mean gender pay gap for our trust is now 6.2% which is a 0.9% decrease from 2019 pay gap of 7.2%.

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 very positive.

A 2 year pay deal was agreed for support staff for 2018 – 2020. This resulted in the lowest grade (SCP 6) receiving a pay award of 16% over 2 years. These roles are predominantly occupied by female employees which has had a positive impact on our median gender pay gap. Grade 7 – 28 received between 15% and 4.3% over the same period, again having a positive impact on our gender pay gap.

The median hourly rate for men in 2020 was £18.02 compared to women £17.77 (2019 men £17.77 and women £17.27).

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 and have seen an increase over the past 12 months in requests for flexible working.

Mean/Median percentage pay gap across ELT by role						
	SLT	TLR Roles	Teachers	Educational Support Staff	Other Support Staff	Trust Central Roles
Mean	0.8% higher for females	0.1% higher for females	6.4% higher for females	2.4% lower for females	14 % lower for females	122.5% higher for females
Median	3.7% higher for females	2.1% lower for females	26.6% higher for females	16.7% lower for females	Equal pay for females and males	222% higher for females

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.

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male	21 17.8%	35 29.4%	26 21.8%	33 28.0%
Female	97 82.2%	84 70.6%	93 78.2%	85 72.0%

Bonus Payments

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

Next Steps

We review all vacancies (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: *Malkina*

Position: *Executive Headteacher*

Date: *16.03.21*