**

**ACTTIVE LEARNING TRUST**

**GENDER PAY GAP REPORTING 2018**

This Report contains the Active Learning Trust Statutory disclosure of the Gender Pay Gap for the first reporting period for this new requirement based on the snapshot measurement date of 31.3.17. The calculations are provided by the Trust’s professional HR Provider Service and verified by the Trust’s Chief Executive Officer.

Employers of more than 250 employees must publish the gap in pay between men and women by the Median (distribution of pay rates) and the Mean (average hourly salary) rates, and on the basis of four quartiles of pay value distribution by gender.

The Trust’s verified Report is as follows; -

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| GENDER | MEDIAN HOURLY RATE | MEDIAN HOURLY GAP % | MEAN HOURLY RATE | MEAN HOURLY GAP % |
| Female | £10.11 |  | £13.09 |  |
| Male | £14.32 |  | £18.45 |  |
|  |  | 29.4% |  | 29.1% |

Difference in mean bonus pay between male and female employees. Zero

Difference in Median bonus pay between male and female employees. Zero

Proportion of male and female employees receiving bonus payments. Zero

The proportion of male and female staff in each of the four -quartile pay bands: -

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | LOWER QUARTILE | LOWER MID QUARTILE | UPPER MID QUARTILE | UPPER QUARTILE |
| Female | 89.7% | 91.7% | 87.3% | 77% |
| Male | 10.3% | 8.3% | 12.7% | 23% |

Overall gender representation at the reporting snapshot date

|  |  |
| --- | --- |
| Relevant Employee sample | 1245 persons |
| Female 1078 | 86.6% Female |
| Male 167 | 13.4% male |

The Trust welcomes the national introduction of Gender Pay Gap reporting and offers the following commentary notes on the current position.

It should be noted that the gender pay gap is not the same thing as the provision of Equal Pay for work of Equal value regardless of gender. The Trust is an equal opportunities employer and applies rates of pay to the evaluation of roles in line with policies terms and conditions of service and entitlements which are regardless of gender. Men and women are pad the same for like work (subject to contractual factors including any transfer of undertakings from previous employment in the education maintained sector).

* The large majority of employees in the Trust (86.6%) are female. This is in line with the experience across the education schools sector in general and particularly given the predominance of primary schools in the Trusts family of academies.
* The proportion of our female workers is greater in the support service (non-teaching) roles across the Trust which includes roles which require more manual or un/semi-skilled work than do teaching and managerial roles which require qualification status at graduate levels. Such roles predominantly include catering, cleaning, meal & classroom supervision duties. Such roles lend themselves more easily to part -day as well as part-time working regardless of the Trust being open to flexible working and job share arrangements for these and all other roles.
* The analysis of our gender gap figures shows that this arises because we have a far lower proportion of women in teaching and leadership/senior roles in education and at the same time a very much higher proportion of women in school support roles which have lower pay rates because of the duties and levels of skills/ responsibilities required.
* The Trust is affected by national and the broader societal issues affecting women in the workforce whereby; -
* Women are more likely than men to be seeking work which can accommodate their home and child care commitments including specifically in schools which offer term-time working in lower skilled (and so lower paid) roles.
* Women are more likely to work part-time and many of the jobs available on a part time basis in schools are in service areas which are relatively low paid.
* Women are more likely than men to have had breaks from work that have affected their career progression – particularly relating to child care responsibilities
* Recruitment and retention of women in some areas of further/higher education and therefore ongoing into teaching is notoriously difficult (such as mathematics, science and technology)
* The higher paid roles in schools are in teaching and school leadership. Whilst only 13.4% of the employee sample are men it is the case that that 23% of men fall in the upper pay quartile reflecting their stronger presence in higher paid roles for teaching and senior leadership & management roles.

15 January 2018.