

# GENDER PAY GAP REPORT

Together  
Learning Trust

2023 - 2024

As required by legislation, we are publishing our Gender Pay Gap which has been calculated using high level snap-shot data from the 31st March 2023. The snap-shot data shows the difference in the average hourly rate of pay between males and females in the workforce. The report also explores the reason for our gender pay gap and what we intend to do to reduce it.

## MEAN GENDER HOURLY PAY GAP

We have seen an improvement in our mean and median hourly pay gap from the previous years, which is not related to any significant change in the composition of males and females across the organisation.

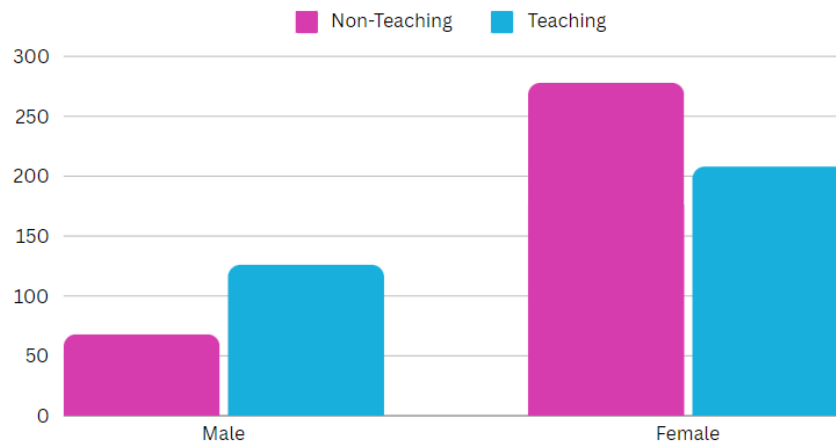
	2021 - 22	2022 -23	2023 - 24	Percentage change since last year
<b>Mean Female Hourly Rate</b>	£19.74	£20.82	£22.15	>6.38%
<b>Mean Male Hourly Rate</b>	£26.12	£27.39	£27.90	>1.86%
<b>Mean Gender Pay Gap</b>	24%	21%	<b>20.61%</b>	<b>&lt;1.85%</b>

	2021 - 22	2022 -23	2023 - 24	Percentage change since last year
<b>Median Female Hourly Rate</b>	£11.92	£12.82	£14.98	>16.84%
<b>Median Male Hourly Rate</b>	£29.22	£27.39	£30.68	>12.01%
<b>Median Gender Pay Gap</b>	59%	53%	<b>51.17%</b>	<b>&lt;3.45%</b>

# OUR GENDER PAY GAP DATA EXPLAINED

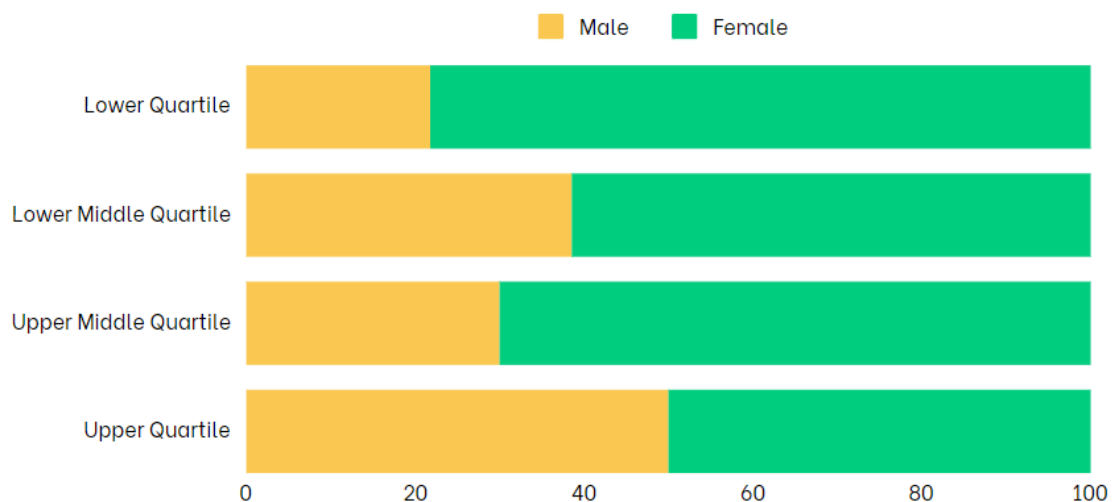
## Workforce Split by Gender

To understand our gender pay gap, we need to first consider the composition of our workforce. Non-teaching roles are made up of 278 female staff (57% of total female staff) and 68 male staff (35% of total male staff).



Non teaching roles are typically paid at a lower hourly rate when compared to teaching roles. As such this can negatively impact the gender pay gap results when viewing data as a whole.

As required by the legislation, the below graph shows the distribution of males and females in each pay quartile. These results reflect a higher proportion of females working in lower paid, non teaching roles. The gender split evens out in the upper middle and upper quartile; the workforce in these quartiles are predominantly represented by teaching staff.



# BREAKING DOWN THE GENDER PAY GAP

When we split our data down to calculate the gender pay gap between males and females based on non-teaching and teaching roles, the gender pay gap looks very different.

<b>Support Staff</b>	<b>2023-24</b>
<b>Mean Female Hourly Rate</b>	£12.21
<b>Mean Male Hourly Rate</b>	£12.55
<b>Mean Gender Pay Gap</b>	<b>2.74%</b>

<b>Teaching Staff</b>	<b>2023-24</b>
<b>Mean Female Hourly Rate</b>	£35.23
<b>Mean Male Hourly Rate</b>	£36.27
<b>Mean Gender Pay Gap</b>	<b>2.9%</b>

# ADDRESSING OUR GENDER PAY GAP

Our People Strategy for year 24-25 will seek to understand and address any limitations in the recruitment process that could be contributing to our Gender Pay Gap. This work forms part of our equality, diversity and inclusion (EDI) aims. Together Learning Trust will always select the best person for the job and ensure we reach and select from a diverse candidate pool when recruiting. We will also continue work to ensure internal career mobility for our staff aligned to the same EDI principles. We hope that these strategies, over time, we will improve our gender pay gap.

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Next snap-shot date: 31st March 2024

Next publish date: 31st March 2025