

GENDER PAY GAP 2021-22

Endeavour Learning Trust is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

At the snapshot date of 31st March 2022, the Trust had 336 employees who count as full pay relevant employees (the definition used for reporting gender pay). There were 250 females (74.4%) and 86 males (25.6%). The gender pay gap is the difference between the hourly rate of pay of male employees and female employees (as set out in the regulations), expressed as a percentage of the hourly pay rate of the male employees. The gender pay gap is reported on both a mean (average) and median (mid-point on a distribution) basis. These figures are provided below.



DIFFERENCE IN HOURLY RATE

MEAN	MEDIAN
Women's mean hourly rate is 9.1% lower than men's	Women's median hourly rate is 20.3% lower than men's

In other words, when comparing mean hourly rates, women earn **90.9p for every £1** men earn

In other words, when comparing median hourly rates, women earn **79.7p for every £1** men earn



PAY QUARTILES

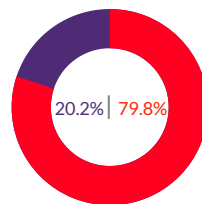
The image across shows the gender distribution at Endeavour Learning Trust when colleagues are placed into four equally sized quartiles based on pay



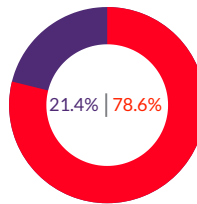
MALE



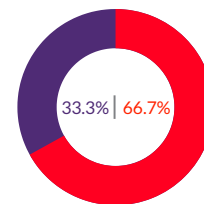
FEMALE



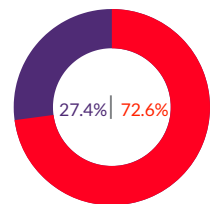
Quartile 1 (lower)



Quartile 2



Quartile 3



Quartile 4 (upper)

Endeavour Learning Trust

Gender Pay Gap Report March 2022 Summary

We use pay scales for all teaching staff that are aligned to the School Teachers' Pay and Conditions Document (STPCD) which is reviewed on an annual basis. For non-teaching staff we use pay scales set by the National Joint Council for Local Government Services (NJC) and Soulbury Scale for executive pay, which is bench marked across the sector. Teaching staff move through the pay scales for their grade based on a thorough and robust performance management process, meaning earnings are determined by performance outcomes, irrespective of gender. Support staff move through the Grade allocated every April as set out by NJC. Support staff on the Soulbury scales move to the next point in their pre-set range in September.

We employ a significantly higher proportion of females in every quartile, including the upper. However, there are more females in the lower quartile and lower middle quartile illustrating that the overall pay gap is as a result of a higher proportion of females on the lower pay scales.

Endeavour Learning Trust is an equal opportunities employer and does not discriminate in any way (as defined by the Equalities Act 2010 and other relevant legislation) regarding recruitment, performance management and employee career development opportunities.

I can confirm that the above information has been prepared from our payroll data from the snapshot date of 31st March 2022, is accurate and has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

Lesley Gwinnett
Chief Executive Officer
Endeavour Learning Trust