



ENDEAVOUR
LEARNING TRUST

Gender Pay Gap Report

Snap shot date 31st March 2023

Mar 2024





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Executive Summary

Endeavour Learning Trust operates within the education sector and are required to publish an annual Gender Pay Gap Report under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The academies included in this report are Ormskirk School, Burscough Priory, Tarleton Academy, Churchtown Primary, Northbrook Primary and our Central team. This report is based on the snapshot date of 31st March 2023.

What is the gender pay gap?

The gender pay gap is not the same as equal pay. Gender pay captures the difference in average earnings between men and women regardless of their nature of work. Equal pay means that men and women who are doing the same, similar, or equivalent work must be paid the same. At Endeavour Learning Trust, we use pay scales based on the School Teachers Pay and Conditions Document and the National Joint Council (NJC) for support staff, and therefore are confident that we pay men and women equally for carrying out the same / equivalent roles. As an employer with over 250 members of staff, we must publish the following:

- Quarterly pay bands – the percentage of male and female employees in four pay bands, which is calculated by dividing the workforce into four equal parts.
- Mean gender pay gap – the difference between the mean hourly rate of pay for male and female employees in our organisation.
- Median gender pay gap – the difference between the median hourly rate of pay for male and female employees in our organisation.

The Trust does not use a contractual bonus scheme and therefore there is no data reported regarding bonuses.

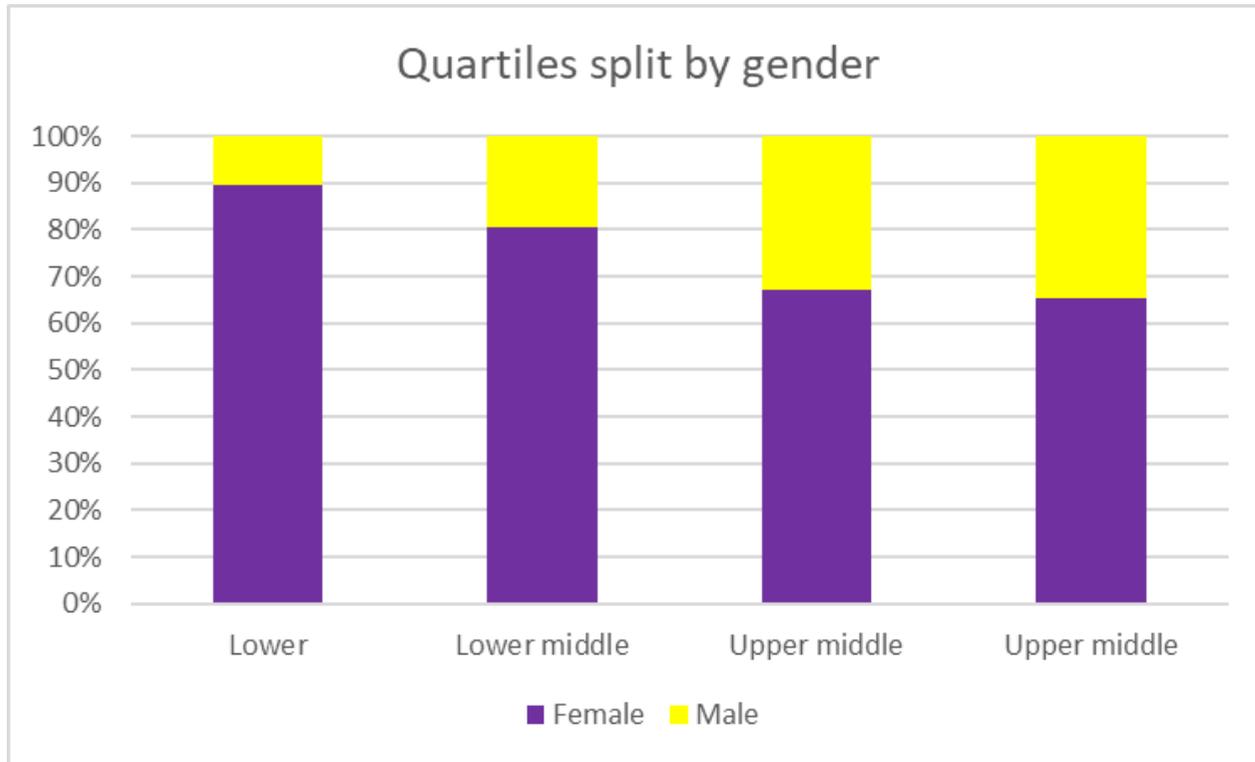
Gender Pay Gap Data

On 31st March 2023 the Trust employed 452 staff



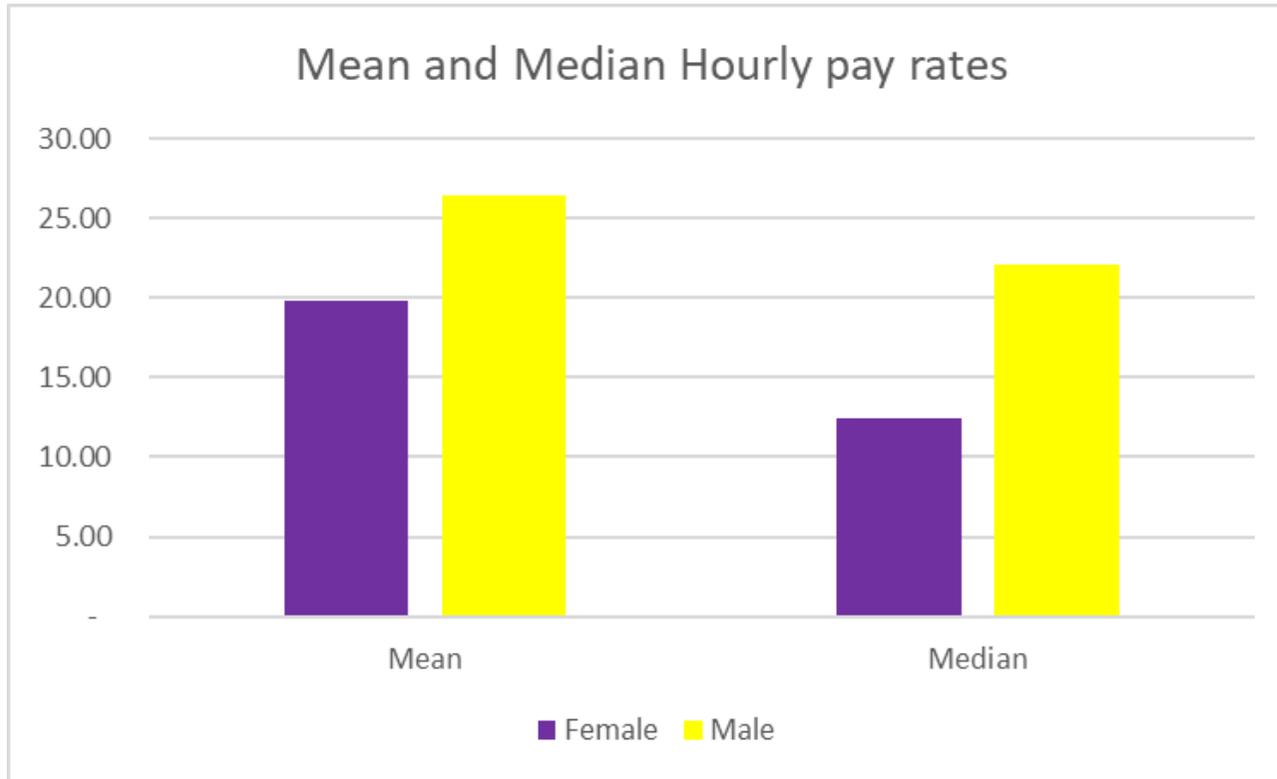
Of the 452 staff, 76% are women. This split of over $\frac{3}{4}$ female staff is indicative of the education sector

This calculation shows the percentage of male and female employees in four pay bands, which is done by dividing the workforce into four equal parts.



The graphs shows that a much higher proportion of woman, than men, are paid an hourly rate within the lower quartile. The proportion of men steadily increases from 11% in the lower quartile to 35% in the upper quartile. This indicates that although there is a far greater proportion of woman occupying roles in Endeavour Learning Trust, men employed by the Trust are in the higher paid roles.

The table below demonstrates the mean and median hourly rates by gender.



The graph above demonstrates that men are paid, on average, £26.40 per hour at Endeavour Learning Trust. This is 33% more than the average hourly rate for women. On average, for every £1 a man earns, a woman will earn 75p. The median hourly pay rate for men is £22.13, 77% more than the median rate for women.

Summary

Similarly to many organisations in the education sector, Endeavour Learning Trust employ a higher proportion of women than men. A much higher proportion of women are clustered at the lower end of the distribution in lower paid roles, whilst men are more likely to occupy the higher paid roles. This distribution impacts both our mean and median pay gap. There are many reasons that explain why more men tend to occupy the higher paying roles in our schools. It is important to understand the distribution of men and women in our organisation in order to identify any steps we choose to take to close the gap.

Closing the gap

Endeavour Learning Trust remain committed to equal opportunities and will continue to monitor salary levels that are paid to our employees, ensuring that consistent principles are applied in line with nationally negotiated guidelines; teacher's pay and conditions for teaching staff and National Joint Council for support staff. Staff progress automatically through the pay scales each year and, as such, pay progression is not biased by gender. Endeavour Learning Trust aim to be an employer of choice, and will ensure that all of our recruitment processes and policies reflect gender equality. All employees within the Trust have access to learning and development opportunities, which enables our colleagues to progress within their desired careers. We will continue to benchmark salaries to ensure equality in the way we pay our staff. 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