



Gender Pay Gap Report 2022

Based on data from 30th March 2021

In line with the Equality Act 2010, the Enquire Learning Trust publish an annual report outlining specific information on their 'gender pay gap'. The gender pay gap shows the difference between the average (mean and median) earnings of males and females within an organisation. This is expressed as a percentage of men's earnings (i.e., women earn 10% less than men).

It is important to note that the gender pay gap is very different to equal pay. Equal pay looks at the pay differentials between males and females carrying out the same or similar work – thereby ensuring that all employees are paid the same if they hold the same role or level of responsibility. The gender pay gap however looks at average earnings regardless of role and level of responsibility. The gender pay gap does not provide accurate insight into how we pay males vs females, but it does prove useful in identifying any gaps in the workforce and helps us to review whether there are any barriers to females progressing within the organisation.

Summary:

The gender pay gap within the Enquire Learning Trust has always, on face value, looked quite significant. However, there is little that can be done to make any real changes to this given that the predominant reasons for the gap are;

- **A male CEO**

The CEO of any organisation is the highest paid role within the organisation. Naturally, therefore, when calculating mean salary details, which takes in to account the highest and lowest salaries, the gender of the CEO will have a significant impact on the figures.

- **A significant lack of male representation in lower paid, part time roles**

48% of males employed within the Trust are employed in non-teaching roles – these include posts such as Teaching Assistants, Catering, Cleaning, Site Management and Midday Supervisors. In comparison, almost 74% of females employed within the Trust are employed in these roles. These are lower paid posts in comparison to teaching posts that include traditional teaching roles as well as leadership posts.

These non-teaching roles are often particularly 'family friendly' roles and are often most attractive to those who need to work flexibly around childcare responsibilities and school holidays. All of our recruitment practices seek to encourage applications from all genders and our salary structures and other benefits (financial and other, i.e., training and progression) are consistent for all employees regardless of gender.

Our pay scale structures are nationally set and we've removed the link between performance and pay for all employees apart from leadership, so pay progression is applied to all employees within their range.

In terms of access to leadership positions, 76% of our principals are female and 56% of central team leadership positions are held by females.

	No of Males	% Males	No of Females	% Females	Total No of Employees
Lower quartile	6	1.4%	410	98.6%	416
Middle lower quartile	16	3.8%	400	96.2%	416
Middle higher quartile	34	8.2%	381	91.8%	415
Higher quartile	50	12%	365	88%	415
TOTAL	106	6.3%	1556	93.7%	1662

The pay gap calculations to be published are as follows:

	Mean	Median
Female	£16.17	£21.82
Male	£23.43	£10.62
Pay Gap (%)	45.5%	26.8%

These figures have increased from last year because whilst the number of employees has grown by almost 100, the percentage of males employed by the Trust has decreased from almost 8% to 6%.