

Enquire Learning Trust Gender Pay Gap Report 2023

Based on data from 31st March 2022

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.

The information required to be published is as follows:

- Employee numbers divided in to four quartiles (apportioning percentages of males and females)
- The mean pay of males and females
- The median pay of males and females
- The mean of bonus pay for males and females
- The median of bonus pay for males and females

Background

The Trust has removed the link between performance and pay for all employees apart from leadership, so pay progression is applied to all employees within their range. Therefore, no bias can influence the salary of any individual, and the Trust are able to ensure that no particular groups of staff are disadvantaged through the process. This process is audited to ensure consistency of approach.

All teaching staff at the Enquire Learning Trust are paid in line with the School Teachers Pay and Conditions Document, and in line with nationally set pay scales, regardless of gender.

All support staff are employed on pay scales that were set through a robust job evaluation process, which takes into account the roles responsibilities in order to allocate a pay rate to anyone holding that position, regardless of gender.

It is common that within a large proportion of organisations, there is a pay gap in favour of males. The common explanation for this is a lack of female representation in senior and leadership roles – therefore indicating a lack of progression, lack of investment in CPD, a lack of flexibility for females returning to work following maternity leave or a general 'glass ceiling' for female employees. These barriers to female progression are not applicable within the Trust and as such, our pay gap is somewhat different to the national (predominantly private sector) picture. The Trust encourage the progression of females by ensuring that CPD is offered consistently to all employees, that wherever possible flexible working requests are approved, that ways of working are family friendly and that current middle leaders (the majority of which are female) are given the opportunity to develop and progress internally.

In terms of access to leadership positions, 79% of our principals are female and 56% of central team leadership positions are held by females.

The Pay Gap

Our 1505 contracted employees were ordered by rate of hourly pay and then split in to three equal segments of 376 employees and one segment of 377 employees. Where one hourly rate overlapped between two quartiles, the number of males and females were divided evenly between the two quartiles.

The below table demonstrates the number of employees falling within each quartile.

	No of Males	% Males	No of Females	% Females	Total No of Employees
Lower quartile	7	1.86%	370	98.14%	377
Middle lower quartile	18	4.79%	358	95.21%	376
Middle higher quartile	43	11.44%	333	88.56%	376
Higher quartile	51	13.56%	325	86.44%	376
TOTAL	119	7.91%	1386	92.09%	1505

The pay gap calculations to be published are as follows:

	Mean	Median
Female	£16.82	£10.88
Male	£24.89	£22.56
PAY GAP (%)	32.4%	51.8%

We are also required to publish information on bonus pay for males and females within the Trust and work out mean and median gaps in such pay. As an organisation we do not pay bonuses and as such our response to this section will be a nil return.

Factors Affecting the Pay Gap

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**

It is known that in the UK 38% of women in employment are working part-time compared to just 14% of men. This statistic is not broken down by industry and it is nationally recognised that education always consists of a far lower representation of males than the majority of other industries and public sector organisations.

Our gender pay gap is reflective of the fact that there are only 7 males in the lowest quartile, in comparison to 370 females. The roles included within the lower quartile are Lunchtime Supervisors, Cleaners, and some Teaching Assistants. Almost all of these roles are part time as well as term time only.

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.

The pay gap within the Enquire Learning Trust is caused not by a lack of female representation in the higher salary points, but rather, a significant lack of male representation in the lower salary points.