

**Enquire Learning Trust Gender Pay Gap Report**  
**Report to Trustees: 1<sup>st</sup> April 2020**



The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 places the requirement on organisations with over 250 employees (on the 31 March of a given year) to publish 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. This is expressed as a percentage of men's earnings (i.e. women earn 15% less than men).

The gender pay gap is different to equal pay. Equal pay looks at the pay differentials between males and females carrying out the same or similar work. The gender pay gap looks at average earnings regardless of role, therefore enabling us as an organisation, to identify potential issues and barriers within the workforce with the view to addressing such issues and thereby closing the gap. These include things such as identifying any potential obstructions to females entering leadership positions.

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

As a Trust, we are confident that men and women are paid the same rate for the same work. All teaching staff are paid in line with the School Teachers Pay and Conditions Document, and in line with nationally set pay scales, regardless of gender. All teachers are able to progress through the pay structure on an annual basis through the Trust's performance management process, which ensures that pay progression is strictly linked to performance. Trust observation, appraisal and enquiry processes and procedures mean that all pay and appraisal related decisions are validated and therefore no bias can have an effect on the salary of any individual. Pay progression statistics are monitored each year following the appraisal cycle, to ensure that no particular groups of staff are disadvantaged throughout the process and this information is shared with our trade union representatives.

Support staff are all employed on pay scales that were set through the Local Authority's job evaluation process, which takes in to account the roles responsibilities to allocate a pay rate to anyone holding that position, regardless of gender. Again, support staff are (where applicable) able to progress through the pay spine through the performance management process. This process is audited to ensure consistency of approach.

#### The four quartiles

Our 1571 contracted employees were ordered by rate of hourly pay and then split in to three equal segments of 393 employees and one segment of 392 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	5	1.27%	388	98.73%	393
Middle lower quartile	17	4.33%	376	95.67%	393
Middle higher quartile	39	9.92%	354	90.08%	393
Higher quartile	54	13.78%	338	86.22%	392
<b>TOTAL</b>	<b>115</b>	<b>7.3%</b>	<b>1456</b>	<b>92.7%</b>	<b>1571</b>

We are also required to publish the mean and median of male and female pay, and in particular, specifying by what percentage female pay differs from that of males.

	Mean	Median
Female	£13.83	£10.08
Male	£19.61	£16.30
<b>PAY GAP (%)</b>	<b><u>29.4%</u></b>	<b><u>38.1%</u></b>

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.

The pay gap within Enquire 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.

As of 31<sup>st</sup> March 2019, the Trust employed 27 Principals within the academies. 20 of these Principals are female, in comparison to 9 males. This means that almost 70% of the highest level of leadership possible within academies were held by female employees. Our gender pay gap is reflective of the fact that there are only 5 males in the lowest quartile, in comparison to 388 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. It is known that in the UK 40% of women in employment are working part-time compared to just 13% of men. This statistic isn’t 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.

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.