

The Active Learning Trust

ACTIVE LEARNING TRUST

GENDER PAY GAP REPORT 2020-21

This Report contains the Active Learning Trust Statutory disclosure of the Gender Pay Gap for the annual reporting period and based on the public sector annual snapshot date.

Employers of more than 250 employees must publish the gap in pay between men and women by the Median (distribution of pay rates) and the Mean (average hourly salary) rates, and on the basis of four quartiles of pay value distribution by gender.

The Trust's Report is as follows; -

GENDER	MEDIAN HOURLY RATE	MEDIAN HOURLY GAP %	MEAN HOURLY RATE	MEAN HOURLY GAP %
Female	£11.28		£14.90	
Male	£17.09		£19.69	
		34%		24.3%

Difference in mean bonus pay between male and female employees. **Zero**

Difference in Median bonus pay between male and female employees. **Zero**

Proportion of male and female employees receiving bonus payments. **Zero**

The proportion of male and female staff in each of the four -quartile pay bands: -

	LOWER QUARTILE	LOWER MID QUARTILE	UPPER MID QUARTILE	UPPER QUARTILE
Female	86.5%	85.7%	81.6%	83.9%
Male	13.5%	14.3%	18.4%	16.1%

Overall gender representation at the reporting snapshot date

Relevant Employee sample	1538 persons
Female 1298	84.4% Female
Male 240	15.6% male

The Trust welcomes the national introduction of Gender Pay Gap reporting and offers the following commentary.

The Trust can report a decrease in the gender Pay Gap compared to the previous annual report. The Gender Pay Gap median has reduced from 39.96% in 2019 to 34% in 2020, and the mean hourly gap has reduced from 29.3% to 24.3% in the same period.

It should be noted that the gender pay gap is not the same thing as the provision of Equal Pay for work of Equal value regardless of gender. The Trust is an equal opportunities employer and applies rates of pay to the evaluation of roles in line with policies terms and conditions of service and entitlements which are regardless of gender. Men and women are thereby paid the same for like work (subject to contractual factors including any transfer of undertakings from previous employment).

- ❖ The large majority of employees in the Trust (84.4%) are female. This is in line with the experience across the education schools sector in general and particularly given the predominance of primary schools in the Trust.
- ❖ The proportion of our female workers is greater in the support service (non-teaching) roles across the Trust which includes roles which require more manual or un/semi-skilled work than do teaching and managerial roles which often require qualification status at graduate levels. Such support roles predominantly include catering, cleaning, premises & lower level classroom and mealtime supervision duties. Such roles lend themselves more easily to part -day and part-time and term- time working which proves attractive to female workers who use it to complement home and childcare responsibilities. This is so regardless of the Trust being open to consideration of flexible working and job share arrangements for all roles.
- ❖ The analysis of our gender gap figures shows that this arises because we have a lower proportion of women in the highest graded teaching and leadership/senior roles in education and at the same time a very much higher proportion of women in school support roles which have lower pay rates because of the duties and levels of skills/ responsibilities required.
- ❖ The Trust is affected by national and sector related issues relating to female workers as follows:-
 - Women are more likely than men to be seeking work which can accommodate their traditionally perceived home and child care commitments including specifically in schools which offer term-time working in lower skilled (and so lower paid) roles.
 - Women are more likely to work part-time and many of the jobs available on a part time basis in schools are in service areas which are relatively low paid.
 - Women are more likely than men to have had breaks from work that have affected their career progression – particularly relating to child care responsibilities. This is despite the Trust offering the full range of maternity support, shared parental leave and return to work flexibilities.

- Recruitment and retention of women in some areas of further/higher education including teaching is notoriously difficult (such as mathematics, science and technology)
- The higher paid roles in schools are in teaching and academies leadership. Of the 16% of men who are in the upper pay quartile a disproportionate number of these are in higher paid roles for teaching and leadership & management roles in the Trust.

The Trust will;-

By this reporting, maintain and increase managerial awareness and understanding of the causes of gender pay gaps in the workforce in general and the Trust in particular.

Ensure that recruitment processes continue to be scrutinised to encourage 'gender-blindness' at application and shortlisting stages to ensure no unintentional bias towards female candidates for higher paid roles or male candidates for those roles traditionally dominated by females.

Continue to apply its Flexible Working Policies which include never discounting the potential for all roles to be carried out on a less than full time basis.

Where appropriate include statements of welcome from candidates in the minority gender group for the role being advertised and of males/females in roles in which they are traditionally under-represented in the Academies sector.

Encourage awareness by leaders of the use of any unintended gender-biased language in the advertising of roles.

Promote the use of skills based assessments as part of interviews – for example in desktop exercises and classroom observations.

Apply fair and competency-based interview procedures including standardisation of interview questions and test activities and the transparent scoring of interview performance

Promote the use of salary ranges advertised for jobs (in recognition of the situation that women are known to be less likely to seek to negotiate on pay).

Nurture the keeping-in-touch and return-to-work arrangements and options for female employees returning from maternity leave. This to include the offer of shared parental leave/ pay options for both parents.

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