



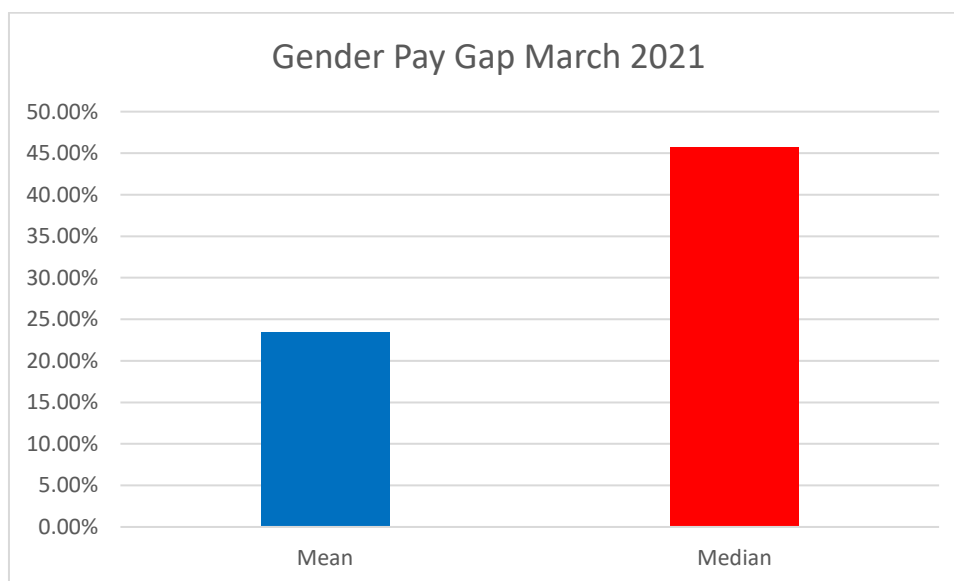
The Learning Alliance - Gender Pay Gap Report (March 2021)

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

The Learning Alliance has 580 employees (156 males (27%) and 424 females (73%)) on 31st March 2021. The Trust has five secondary schools and three primary schools.

The overall gender pay gap is defined as the difference between the mean (average) or median (actual midpoint) hourly rate of pay for male and female employees.

Trust Gender Pay Gap



(The mean (average) gender pay gap in hourly pay as a percentage of men's pay, and the median gender pay gap in hourly pay as a percentage of men's pay.)

A gender pay gap does not indicate that men and women are being paid differently for equal work. The data shows that the pay gap is due to a higher proportion of female employees working in lower grade jobs compared to their male colleagues. In education, it is common for a higher than average proportion of the workforce to be female and this is even more prevalent in the support functions in schools. Reduction in the gap between male and female staff will always be more difficult in the primary sector due to the nature of the roles available and the staff who apply to undertake them.

We are confident that men and women are paid equally for undertaking equivalent roles across the Trust. Teachers' pay is aligned to the national payscales within the STPCD and support staff pay is aligned to local authority support staff pay scales. There is no gap between male and female staff carrying out the same roles and all roles are open to both male and female applicants.

Quartile Pay Band

This shows the proportion of males and females in each quartile pay band. To calculate this, we ranked employees according to their hourly rate of pay, then divided them into four quartiles.

There are a higher proportion of females in every quartile.

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male	31 21.68%	26 17.93%	46 31.72%	53 36.55%
Female	114 78.62%	119 82.07%	99 68.28%	92 63.45%

Bonus Payments

The Learning Alliance do not operate a bonus scheme for any of its employees.

Next Steps

We review all vacancies (including SLT) to ensure they can be filled in a flexible way and continue to offer training opportunities to all staff, including offering formal qualifications, to enhance the career opportunities of all.