



*Creative
Education
Trust*

GENDER PAY GAP REPORT

Introduction

Since our foundation in 2010 Creative Education Trust has grown in a gradual and considered way. We are now a network of 17 schools across the East and West Midlands and on the East coast, educating 13.500 children and young people.

Our aims for pupils are to:

- Raise their attainment in exams and tests through outstanding teaching
- Make them intellectually curious
- Increase their participation in Higher Education, Further Education, and apprenticeships
- Ensure they develop employable skills and attitudes
- Create rounded individuals through a wide range of extracurricular activities
- Give them confidence in their capabilities

Background

In 2017, the Government introduced world-leading legislation that made it statutory for organisations with 250 or more employees to report annually on their gender pay gap. Government departments are covered by the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 which came into effect on 31 March 2017. These regulations underpin the Public Sector Equality Duty and require relevant organisations to publish their gender pay gap data by 30 March for the preceding financial year.

The statutory pay measures contained in this report are:

- the mean and median gender pay gaps
- the mean and median gender bonus pay gaps
- the proportion of men and women who received bonuses
- the proportion of male and female employees in each pay quartile

The gender pay gap shows the difference in the average pay between all men and women in a workforce. Where there is a positive percentage, this means that the pay of male staff is higher than the pay of female staff. The higher the percentage, the greater the gender pay gap.

The gender pay gap is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because of their gender.

The Trust supports the fair treatment and reward of all staff irrespective of gender. This report sets out the Trust's statutory requirements under gender pay legislation.

Gender Pay Gap Report 2023



At the data point for the gender pay gap report, there were 1752 relevant employees who were in receipt of full pay. Of these, 1280 were female which makes up 73% of the Trust's workforce.

Median Gender Pay Gap: 32.87%

The median gender pay gap shows the different between the middle point of the hourly rate for male and female employees. Since 2022, Creative Education Trust have improved the median gender pay gap by 5.58%.

Mean Gender Pay Gap: 16.00%

The mean gender pay gap shows the difference between the average hourly rate for male and female employees. Since 2022, Creative Education Trust has improved the mean gender pay gap by 2.69%.

Pay Quartiles

	Male	%	Female	%
Upper Quartile	150	34.25%	288	65.75%
Upper Middle Quartile	148	33.79%	290	66.21%
Lower Middle Quartile	104	23.74%	334	76.26%
Lower Quartile	70	15.98%	368	84.02%
Totals	472	27%	1280	73%

Pay quartiles divide the workforce into four quartiles of upper, upper middle, lower middle and lower hourly rates of pay. The data then shows the percentage of male and female employees within each quartile. The percentage split of the whole workforce compared to 2022 remains relatively the same, with 72.9% females.

Bonus

No employees were paid a bonus in March 2023.

Data Analysis

The mean and median pay gap calculations show a significant improvement in closing the pay gap. 54.8% of female employees are within the lower and lower middle quartiles, compared to 36.9% of males. There has, however, been an increase in the percentage of female employees in the upper and upper middle quartiles since 2022, showing an increase by 1.18% and 2.42% consecutively. Currently 61.3% of Senior Leadership positions, 69.8% of teaching roles, and 77.3% of support staff posts are filled by women.

85.3% of support staff within the Trust work part time or term time only. Key support staff roles within the schools, such as Teaching Assistants, Pastoral Support, Midday Supervisors, provide the flexibility of working part time or term time only to help balance responsibilities outside of the workplace. These roles have historically attracted a significantly higher proportion of female staff, when compared with teaching and leadership roles within our academies, where 13.8% of staff in these roles work part time.

Benchmarking against the Sector



Comparators against 2021/2022 figures within the education sector show that our median gender pay gap is comparable with the average for the sector, and that our mean is below the average for the sector.

Multi-Academy Trust	Median	Mean
OAK	30.5%	24.4%
Ormiston	37.15%	20.7%
Outwood Grange	37.33%	20.5%
Greenwood	48.09%	27.35%
Harris	13.7%	14.7%
United Learning	18.2%	15%
Academies Enterprise Trust	25.99%	21.29%
Cabot	34.55%	20.68%
Average	30.69%	20.58%

Action Plan

The Trust is committed to promoting equality and diversity amongst our workforce. We take steps to ensure we are a great employer that values and welcomes the different ideas, skills, behaviours and experiences of our colleagues. We also aim to foster a culture that promotes wellbeing and mental health and provides support so all our colleagues can thrive. Our approach to pay seeks to reward staff fairly, regardless of gender.

The following priority actions will be taken with the aim of gaining a better understanding of or reducing our gender pay gap figures further:

- 1) We will continue to develop our analysis of our workforce data to ensure that we fully understand our staffing body and the impact of our policies and processes.
- 2) We will work on analysing our recruitment data to understand the diversity profile at key stages in the recruitment process. We will also analyse our data on progression and turnover to understand how people progress within the Trust and identify any trends.
- 3) In our next Gender Pay Gap report we will conduct further analysis to pinpoint more accurately where we should target action.