



GENDER PAY GAP REPORT

1. Introduction

In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 the Trust should report its Gender Pay gap annually. The Trust must submit data for the period April 2021-March 2022 by March 2023. The data capture for this period is taken as of 31 March 2022.

The data capture only includes 'full pay relevant' employees which means that anyone who has earned less than their normal pay in the data capture period e.g., on half pay, Statutory Maternity Pay or unpaid leave would be discounted for this purpose.

In 2021 the national data indicated a gender pay gap of 14.9 % of the mean hourly pay rate and 15.4% of the median hourly pay rate. However, in the education sector there was a different picture, as illustrated below.

	Median	Mean
Education Total	25.4	17.6
Primary education	24.4	14.0
Secondary education	22.2	15.7
General secondary education	28.2	18.4
Technical and vocational secondary education	20.2	10.5
Educational support activities	24.0	23.6

The figures overall have changed from the March 2020 to March 2021 data with an increase in the gap in almost all areas, this is thought to reflect the general trend that the pandemic had a greater negative impact on women rather than men. The only real area of improvement was in the median of education support activities which has reduced from 30 to 24%.

	Median 18/19	Mean 18/19	Median 19/20	Mean 19/20	Median 20/21	Mean 20/21	Median 21/22	Mean 21/22
AET	38.3%	25.8%	37.7%	25.7%	33.8%	25.2%	28.2%	23.5%
Brooke Weston	36.1%	26.5%	31.4%	23.9%	30.8%	21.7%	36.2%	22.8%
Cabot	26.1%	24.5%			39.2%	22.7%	34.9%	21.3%
Ormiston	27.1%	18.8%			30.2%	19.5%	26.4%	17.7%
Oasis	21.7%	21.2%			23.5%	18.5%	22.3%	17.8%
CET	40.59%	22.51%	37.15%	20.08%	38.68%	19.94%	38.45%	18.69%

2. Gender Pay Gap Data 2022

The figures for 2022 are set out below and are compared to the previous year's data. This is the format required by the government for publication.



	Gender Pay Gap 2018	Gender Pay Gap 2019	Gender Pay Gap 2020	Gender Pay Gap 2021	Gender Pay Gap 2022
Mean hourly rate	23.4%	22.51%	20.08%	19.94%	18.69%
Median hourly rate	33.7%	40.59%	37.15%	38.68%	38.45%

	Male 2019	Female 2019	Male 2020	Female 2020	Male 2021	Female 2021	Male 2022	Female 2022
Upper quartile	35.7%	64.3%	36.97%	63.03%	36.06%	63.94%	35.43%	64.57%
Upper middle quartile	37.05%	62.95%	37.44%	62.56%	37.17%	62.83%	36.21%	63.79%
Lower middle quartile	24.8%	75.2%	24.11%	75.89%	22.57%	77.43%	21.43%	78.57%
Lower quartile	11.8%	88.2%	11.85%	88.15%	13.27%	86.73%	14.98%	85.02%

No employees were paid a bonus in March 2022.

3. Data Analysis

The Trust's mean gender pay gap has improved between each reported year and is broadly in line with the education sector and the QSG trusts.

The main reason for the change in 2019 was the inclusion of four large secondary schools which joined the Trust during 2018 after the reference period of March 2018. These schools increased the staff numbers by almost 50%. Several of these schools went through restructures in the first year of operation which has brought them more in line with the profile of the Trust.

The key gender pay gap issue in the school's workforce is the large number of low paid, predominantly female workforce. In total the Trust's workforce is comprised of 27% male and 73% female. As can be seen from the quartile data above there is a slightly higher proportion of females in the upper quartile than in the overall workforce indicating that the senior roles have a representative presence in the gender split. However, the proportion of males to females in the lower quartile and lower middle quartile illustrates why the Trust data is skewed to show a higher pay gap on the median figure.

4. Proposed Action

The Trust has a clear commitment to equalities both in the provision of its services to students and to its staff and is committed to the reduction of the gender pay gap wherever possible.

The analysis of our workforce data to establish the trends of progression, turnover etc. has been difficult in the past with inefficient data systems, however during 2022 the Trust embarked on a major overhaul of its HR/Payroll system which should mean that in the future analysis of staff movements will be more easily tracked.

In addition to the systems/ data improvement the Trust will ensure that its recruitment activities are targeted to attract a broad range of applicants and to encourage those in



under-represented groups. Recruitment and selection activities will continue to be monitored to ensure that there are no biases at any stage.

The Trust has embarked on a major programme of learning and development to ensure that it can retain its highly experienced staff and offer career development for progression, with such a large female workforce this should continue to improve the number of females in the senior roles.