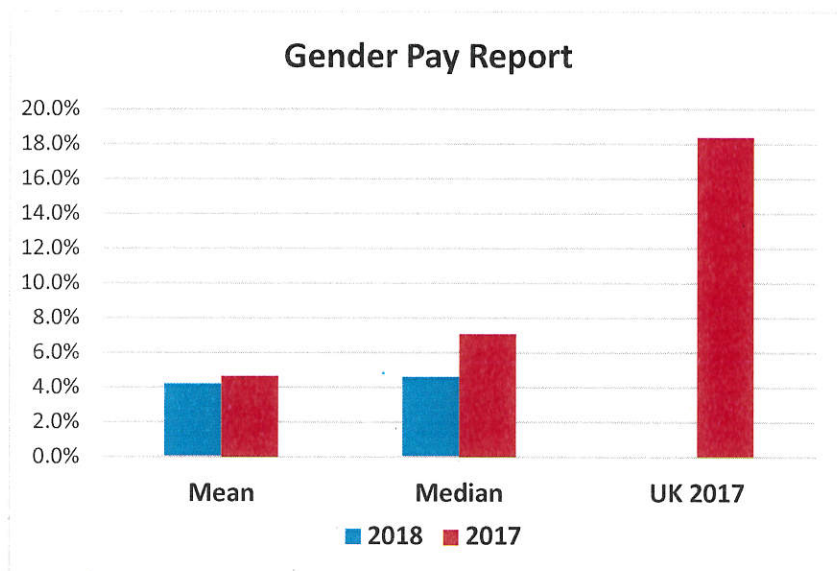


## Education and Leadership Trust - Gender Pay Gap Report (March 2018)

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 Education and Leadership Trust had 491 employees (132 males and 359 females) on 31<sup>st</sup> March 2018. The Trust has 3 secondary schools, 2 of which are all girls 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.



The mean gender pay gap for March 2018 has reduced from 4.7% in 2017 to 4.2%. The median gender pay gap currently stands at 4.6% compared to 7.1% in 2017. This is well below 2017 data from The Office of National Statistics (ONS) average of 18.4%.

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. These roles are predominantly in the following staff groups: administration, catering and teaching assistant roles.

The Education and Leadership Trust is committed to supporting our employees to develop their skills through training and development to take up further career opportunities across our Trust as they arise. The Education and Leadership Trust is committed to reducing its gender pay gap by reviewing our flexible working policies, ensuring we offer support for women returning to work following a period of maternity leave through shared parental leave, part time working and flexible working opportunities.

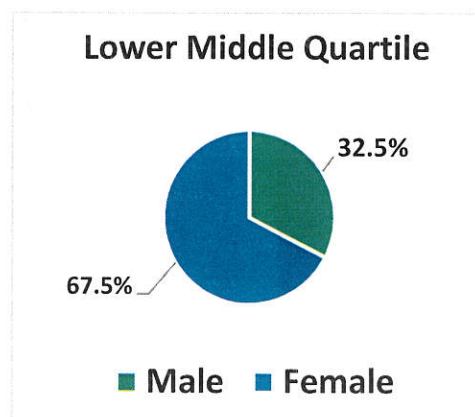
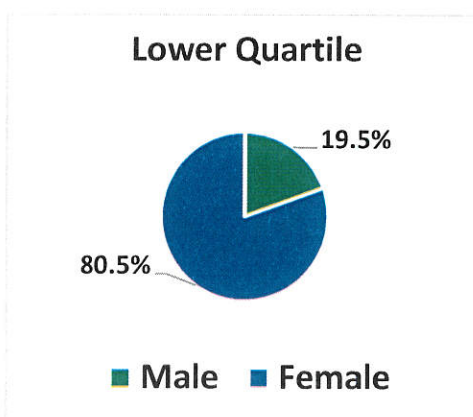
The appraisal process for support staff has much improved with emphasis on line managers to discuss career aspirations and how we can support our employees reach their career goals. This has resulted in an increase in employees seeking CPD opportunities and training funded via our apprenticeship levy. Talent management is embedded across the trust with a high number of teachers undertaking professional CPD to further their careers.

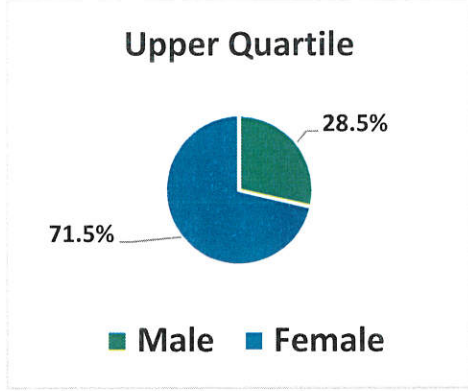
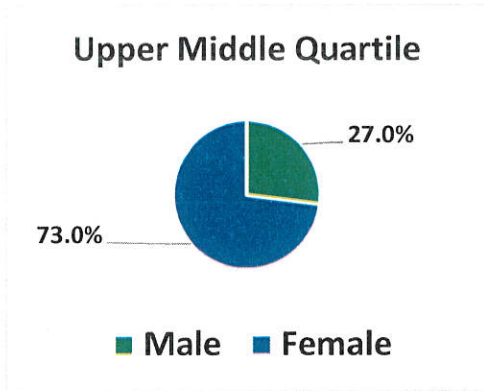
Mean/Median percentage pay gap across ELT by role (2017 results)						
	SLT	TLR Roles	Teachers	Educational Support Staff	Non-educational Support Staff	Trust Central Roles
<b>Mean</b>	9.2% (6.6%) higher for females	1.6% (0.7%) higher for females	9.2% (7.2%) higher for females	3.3% (13.1%) lower for females	19.2% (23.7%) lower for females	146.6% (160.7%) higher for females
<b>Median</b>	11.7% (15.7%) higher for females	0% (0.3%) higher for females	20.8% (16.2%) higher for females	14.1% (28.5%) lower for females	21.6% (22.9%) lower for females	88.5% (105%) higher for females

### 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.





Bonus Payments

The Education and Leadership Trust do not operate a bonus scheme for any of its employees.

Gender Pay Gap who were paid a bonus	
Mean	Median
N/A	N/A

Supporting Statement

I confirm the information has been prepared from our payroll data and represents the Gender Pay Gap information for the Education and Leadership Trust.

Signed: *P Kane*

Position: *Executive Headteacher*

Date: *16/1/19*