

## **The Three Rivers Learning Trust**

### **Gender Pay Gap Reporting**

From 2017 onwards, any UK organisation employing 250 or more employees has to publicly report on its gender pay gap in six different ways: the mean and median gender pay gaps; the mean and median gender bonus gaps; the proportion of men and women who received bonuses, and the number of men and women according to quartile pay bands.

The gender pay gap shows the difference in the average earnings between all men and women in an organisation. The mean gender pay gap is the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

The median gender pay gap is the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

Gender pay gap reporting does not mean that organisations have to report on equal pay. Equal pay is about differences in the actual earnings of men and women doing equal work. The Three Rivers Learning trust is an equal pay employer.

The Learning Trust Pay Policy follows national pay and conditions for teaching staff and associate staff as well as using a local authority job evaluation scheme. These measures ensure that men and women are paid equally for doing the same job within the Learning Trust.

Publishing gender pay gap data on an annual basis will help employers, including ourselves, to see where action to close the gender pay gap is most needed. The challenge in our organisation and across Great Britain is to eliminate any gender pay gap.

The Learning Trust does not operate a bonus scheme therefore there is no data to publish for staff bonuses.

<b>Quartiles</b>	<b>% Female Staff</b>	<b>% Male Staff</b>	
Lower Quartile (Q1)	92.1	7.9	
Lower Middle Quartile (Q2)	82.5	17.5	
Upper Middle Quartile (Q3)	71.8	28.2	
Upper Quartile (Q4)	76.7	23.3	
<b>Grand Total</b>	<b>80.8</b>	<b>19.2</b>	
	<b>Female Staff</b>	<b>Male Staff</b>	<b>GAP</b>
Mean Hourly Rate	£15.87	£20.84	23.85%
Median Hourly Rate	£12.72	£21.41	40.59%

The Learning Trust employs more women than men across each school and quartile within the Trust. This reflects a national pattern in schools; more women than men teach, particularly in the primary age range and more women than men work in other school roles such as cleaning, catering and office based employment.

Having a predominantly female workforce means that even small fluctuations in the male workforce can have a significant impact on our gender pay gap. For instance, if we were to have a female, instead of a male, chief executive, the leadership mean gender pay gap would change significantly. Similarly, based on how the gender pay gap is calculated, if the Learning Trust were to employ more men in the lower pay quartiles, while keeping the overall number of staff constant, this would act to reduce the gender pay gap.

The Trust staff structure has remained stable in the past 12 months.

The table below shows a breakdown by role across the Trust.

Role	Manual		Office		Leadership		Teaching Asst		Teacher	
	F	M	F	M	F	M	F	M	F	M
<b>Gender %</b>										
<b>Q1</b>	86.5	13.5	100	0	-	-	97.5	2.5	100	0
<b>Q2</b>	57.1	42.9	90.5	9.5	-	-	89.7	10.3	66.7	33.3
<b>Q3</b>	100	0	100	0	-	-	80.0	20.0	67.8	32.2
<b>Q4</b>	-	-	100	0	61.1	38.9	-	-	79.8	20.2
<b>Mean</b>	£9.45	£10.03	£12.92	£10.20	£35.50	£44.69	£10.21	£11.32	£21.80	£23.09
<b>Median</b>	£9.67	£10.16	£10.94	£10.20	£33.87	£39.72	£10.12	£11.72	£24.05	£23.52

### Manual Roles -

The small difference is because the caretaking roles are paid at a higher rate than most cleaning and catering roles. The small number of men employed are caretakers whilst very few men are employed in the other roles.

### Office Roles -

The mean and median pay gaps have swung to favour females as the new Director of Finance was a female replacing a male.

### Leadership Roles -

There are 11 female staff in leadership positions across the Trust and 7 men. The CEO is male and this skews the data significantly.

### Teaching Assistants -

There are a small number of men employed in these roles and one change in a higher paid role has created a pay gap compared to a more even position last year.

### Teacher Roles -

There has been a small change in favour of male employees due to natural turnover in teaching staff. This measure generally moves by small amounts annually dependent on who is successful for advertised posts and who has left.

**Actions for the next 12 months -**

1. This exercise will be repeated annually and actions set to continue to monitor and improve the gender pay gap.
2. We will continue to actively encourage flexible working across our organisation, in every role, at every level, to ensure that our people have the opportunity to work in a way that works best for their career aspirations and home life.
3. A staff wellbeing survey will help us identify staff views on the support provided by the Trust for career development and any barriers that exist. Actions can then be identified that support all staff to progress including those returning from a break to care for family.