

GENDER PAY GAP 2022

Introduction

In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 all employers of 250 employees or more should publish their gender pay gap. The Gender Pay Gap is a review of the average earnings between men and women within an organisation and is distinct from Equal pay, which is the statutory right for men and women to be paid the same for completing work of equal value.

Pay at the Trust

The trust use the pay scales for teaching staff in accordance with the School Teachers' Pay and Conditions document and for the majority of our support staff the NJC pay scales, (National Joint Council for Local Government Services).

Teaching staff move through the pay scales for their grade based on a thorough and robust performance appraisal process, meaning that earnings are linked to performance outcomes. Support staff also have a robust performance appraisal process in place and move through their pay scales on an annual basis irrespective of gender.

Gender Pay Gap Reporting

In line with Government guidance this report is based on the number of contracts held at the snapshot date and therefore as required all calculations incorporate employees holding multiple contracts. To ensure our average hourly rate calculations are accurate, employees holding multiple contracts have been counted in accordance with the number of contracts held rather than as a single member of staff.

At the snapshot date of 31 March 2022 the trust consisted of 3 Secondary academies; 1 Studio schools; 1 Special academy; 8 Primary academies and Central Trust Staff

Gender Pay Gap

- **Mean gender pay gap 27.89 %**

This calculation shows the difference between the mean hourly rates of pay that male and female relevant employees receive.

The mean hourly rate of pay for 2022 is £17.18 for female employees and £24.70 for male employees.

- **Median gender pay gap 49.05 %**

This calculation shows the difference between the median hourly rates of pay that male and female relevant employees receive.

The median hourly rate of pay for 2022 is £11.69 for female employees and £22.96 for male employees.

The following calculations are not applicable to the trust:

- Median bonus gender pay gap
- Mean bonus gender pay gap
- Proportion of males receiving a bonus payment
- Proportion of females receiving a bonus payment

Table of proportion of males and females in each quartile pay band

Quartiles	Positions within Quartile	Male Positions	Female Positions	Male Positions %	Female Positions %
Lower Quartile	292	35	257	11.99%	88.01%
Lower Middle Quartile	292	51	241	17.47%	82.53%
Upper Middle Quartile	291	57	234	19.59%	80.41%
Upper Quartile	292	94	198	32.19%	67.81%

Commentary

We are committed to equality, diversity, inclusion, and positive action to address and reduce our pay gap.

We are a flexible employer and a significant number of our employees take up this flexibility and as is consistent with the education sector roles, many of our female employees are part-time. We recognise that this impacts our workforce which is predominantly female due to the flexibility of part time / term time only roles that are available.

This impacts the average salaries and given the nature of our sector it is also a factor that influences the decision of applicants and staff retention.

We are committed to equality, diversity, inclusion, and positive action to address and reduce our pay gap. This includes:

- Challenging stereotypical roles to ensure equal gender opportunities for areas such as Premises/Site Management, HR, finance, Teaching Assistants / Catering staff.
- Continuing to positively recruit to all positions and ensure that our recruitment processes, pay and professional development policies are fair and transparent.
- Maintaining good employment working relations with employees and unions for consultation on policies affecting terms and conditions of employment.

I can confirm that the above information has been prepared from our payroll data from 31 March 2022 and fairly presents the Gender Pay Gap information for Futura learning partnership (the trust). Equality, Diversity and Inclusion is a strategic priority for the Trust and we remain committed to providing opportunity for development and growth for all our employees.

Signed:



Andrea Arlidge
Chief Executive