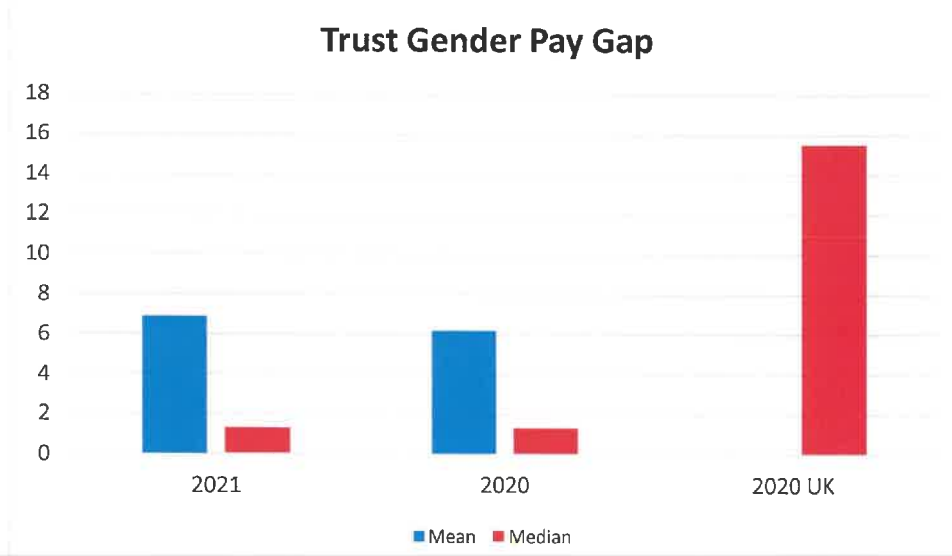


Education and Leadership Trust - Gender Pay Gap Report (March 2021)

The Education and Leadership Trust had 486 employees (109 males 22.5% and 377 females 77.5%) on 31st March 2021. 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 trust median gender pay gap currently stands at 1.3% and is the same as the previous year. What this means is that on average women are paid 99p for every £1 men were paid. This is considerably below the median 2020 UK pay gap which stood at 15.5%.

The mean gender pay gap for our trust is now 6.9% which is a 0.7% increase from 2020 pay gap of 6.2%.

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.

We are confident that men and women are paid equally for undertaking equivalent roles across the Trust. Teachers pay is aligned to STPCD and support staff pay is aligned to Manchester City Council support staff pay scales.

The median hourly rate for men in 2021 was £18.75 and for women £18.51 (2020 was £18.02 compared to women £17.77).

We regularly review our flexible working policy to ensure we can offer different flexible working options for all staff. We are looking at becoming part of the Flexible Working Ambassador School programme which will enable us to further promote flexible working in our schools to ensure we can retain and attract staff whilst promoting the benefits of work life balance and wellbeing.

Mean/Median percentage pay gap across ELT by role						
	SLT	TLR Roles	Teachers	Educational Support Staff	Other Support Staff	Trust Central Roles
Mean	2.7% higher for females	0.2% lower for females	6.4% higher for females	8.3% lower for females	4.6 % lower for females	104.8% higher for females
Median	2.2% lower for females	2.5% higher for females	16.3% higher for females	24.1% lower for females	Equal pay for females and males	78.3% 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 with less males working in lower paid roles.

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male	19 15%	37 30%	26 21%	37 30%
Female	105 85%	87 70%	98 79%	87 70%

Bonus Payments

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

Next Steps

We review are approach to recruitment to ensure, where possible we make them accessible to both men and women who may wish to work part time, flexibly or if they are returning to work after a period of family leave. Look to attract more males into traditionally female roles (TA, Admin) and ensure leadership positions are attractive to females by offering flexible working.

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: 

Position: *Executive Headteacher*

Date: *01.03.22*