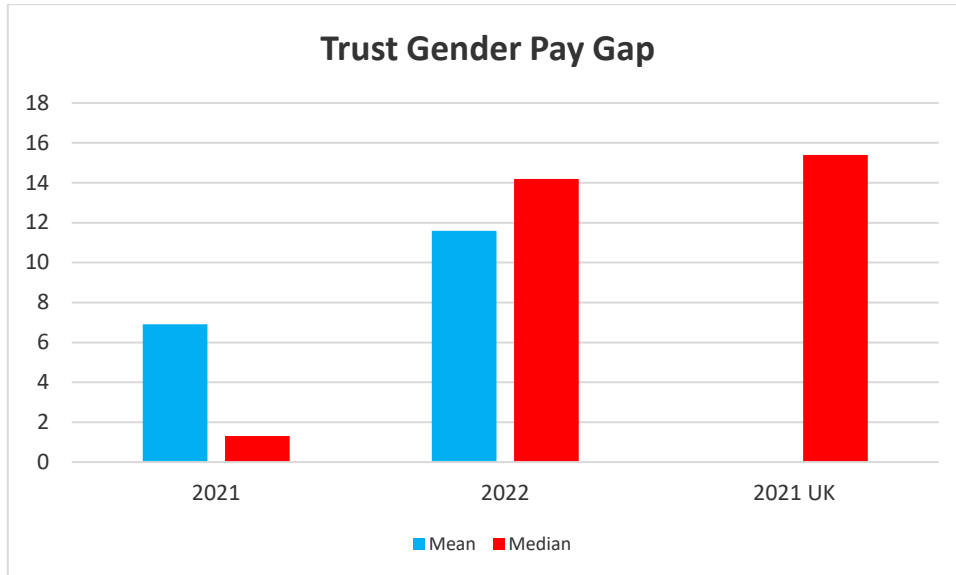


## Education and Leadership Trust - Gender Pay Gap Report (March 2022)

The Education and Leadership Trust had 487 employees (113 males 23.2% and 374 females 76.8) on 31<sup>st</sup> 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 14.2% is an increase on the previous year from 1.3%. The median hourly rate for female employees is £18.51 compared to £21.58 for male employees.

The mean gender pay gap for our trust is now 11.6% which is a 4.7% increase from 2021 pay gap of 6.9%.

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 male employees in 2022 was £21.58 and for females £18.51.

### Bonus Payments

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

<b>Mean/Median percentage pay gap across ELT by role</b>						
	<b>SLT</b>	<b>TLR Roles</b>	<b>Teachers</b>	<b>Educational Support Staff</b>	<b>Other Support Staff</b>	<b>Trust Central Roles</b>
<b>Mean</b>	0.3% lower for females	0.1% lower for females	3.2% higher for females	1.3% lower for females	16.8 % lower for females	26% higher for females
<b>Median</b>	6.3% lower for females	1.3% higher for females	13.5% higher for females	16.1% lower for females	3.9% lower for females	11.4% 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.

	<b>Lower Quartile</b>	<b>Lower Middle Quartile</b>	<b>Upper Middle Quartile</b>	<b>Upper Quartile</b>
<b>Male</b>	20 16%	27 22%	29 24%	37 30%
<b>Female</b>	102 84%	95 78%	92 76%	85 70%

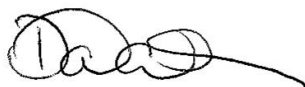
### Next Steps

We will continue to review our 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.

### 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: Chief Executive Officer

Date: 28.03.2023