

Learning Community Trust: Gender Pay Gap Information.

The gender pay gap is a measure of any disparity in pay between the average earnings of male and females. We are required to publish:

- the average gender pay gap figures (mean and median)
- the proportion of men and women in each quartile of our pay structure
- the gender pay gaps for any bonuses paid out during the year

The tables below give this information as at the 4th April 2020.

Mean hourly rate

The mean hourly rate is the average hourly wage across the entire organisation so the mean gender pay gap is a measure of the difference between women's mean hourly wage and men's mean hourly wage.

Women's mean hourly rate is **21.37% lower** than men's

Median hourly rate

The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle; so the median gender pay gap is the difference between women's median hourly wage (the middle paid woman) and men's median hourly wage (the middle paid man).

Women's median hourly rate is **36.65% lower** than men's

Proportion of women in each pay quartile

Pay quartiles are calculated by splitting all employees in an organisation into four even groups according to their level of pay. Looking at the proportion of women in each quartile gives an indication of women's representation at different levels of the organisation.

Top quartile (highest paid)

68% of the top quartile are women

Upper middle quartile

66% of the upper middle quartile are women

Lower middle quartile

83% of the lower middle quartile are women

Lower quartile (lowest paid)

87% of the lower quartile are women

Bonus Gender Pay Gap

Learning Community Trust does not pay any bonuses to staff, therefore this statutory calculation is not applicable.

Analysis of the Gender Pay Gap Figures

We believe that men and women are paid equally for doing equivalent jobs across the Trust. We use pay scales based on the Schools Teachers Pay and Conditions Document, and for support staff we follow the job evaluated grading structure adopted by Telford & Wrekin Council which uses pay scales set by the NJC. Within the male workforce there is a higher proportion of men that are employed in the more senior roles in contrast to the female workforce; this increases the average male salary against the female average salary.

Reasons that influence why there can be a gender pay gap include:

- part time working, national statistics show that both men and women who work part-time earn less per hour than full time workers. A higher proportion of women work also tend to work part time.
- type of work, women tend to work in occupations which offer lower salaries such as administration and support roles.
- having and caring for children may lead to more women than men taking time out of the labour market to raise children. Having children may also change what some people, generally women, want from a job, who may be more likely to want the ability to work flexible hours.

Learning Community Trust is committed to equality across all strands of diversity. Teaching staff within the Trust progress through their grade based on performance in their role and earnings are based on performance outcomes, irrespective of an employee's gender.

We will also continue to monitor and review recruitment, pay and development processes to make any improvements which consolidate good practice and may assist with narrowing the gender pay gap longer term and work closely with Telford and Wrekin HR services.

We encourage all employees to develop their skills and abilities to be able to progress to higher paid roles and develop their careers. There are regular opportunities for one-to-one discussions between employees and managers which are essential if employees are to perform to the standards that we expect of them and to feel supported and developed in their role. This encourages open and regular discussion and therefore provides opportunities to discuss and resolve individual equality concerns. We also promote opportunities for coaching and mentoring to support employee development.

We review our employment policies regularly and we will continue to seek opportunities to close the gender pay gap.