



COLLABORATIVE LEARNING TRUST

Working Together to Secure Success

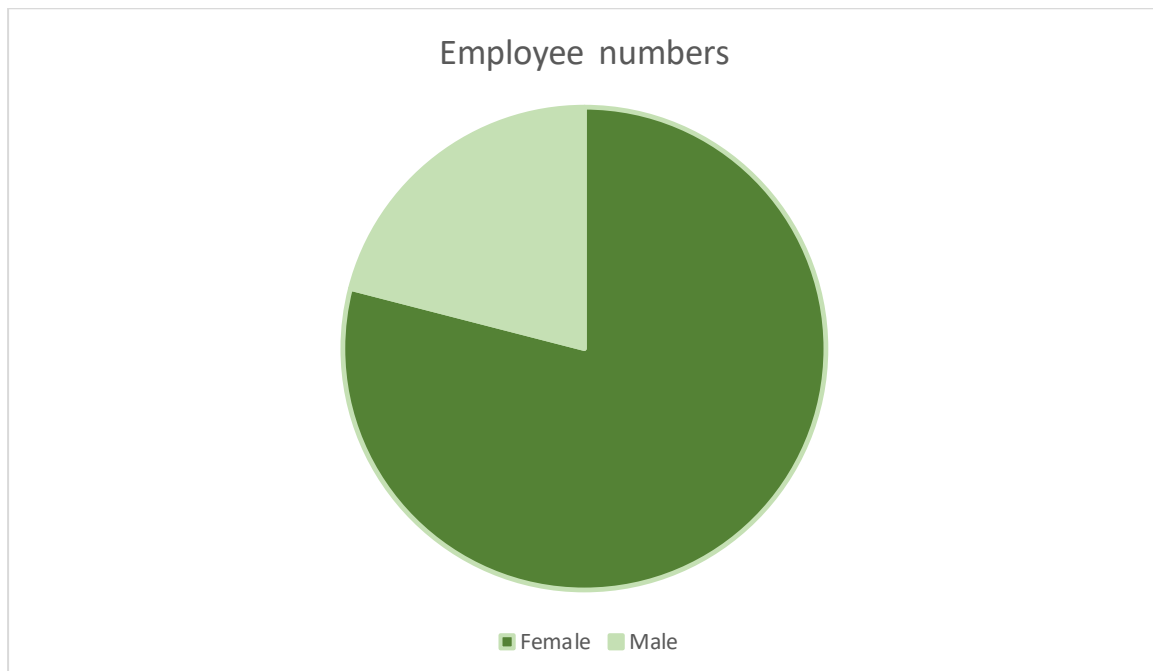
Gender Pay Gap 2024-2025 Reporting Year

Introduction

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, and as an employer with over 250 employees, Collaborative Learning Trust (CLT) is required by law to measure and report on the gender pay gap in the organisation. This involves carrying out calculations that show the difference between the average earnings between both male and females within our Trust without publishing individual employee's data.

Gender pay gap analysis

On the snapshot date of 31 March 2024 Collaborative Learning Trust was a MAT of 1 secondary and 6 primary schools. There were 443 staff employed at this time with 350 being female and 93 being male.



Under Gender Pay Gap regulations, the six measures are as follows;

- Mean gender pay gap in hourly pay
- Median gender pay gap in hourly pay
- Mean bonus gender pay gap (if relevant)
- Median bonus gender pay gap (if relevant)
- Proportion of males and females receiving a bonus payment (if relevant)
- Proportion of males and females in each pay quartile

At Collaborative Learning Trust bonuses are not paid to employees.

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 average pay across both genders in this snapshot period;

Mean hourly pay

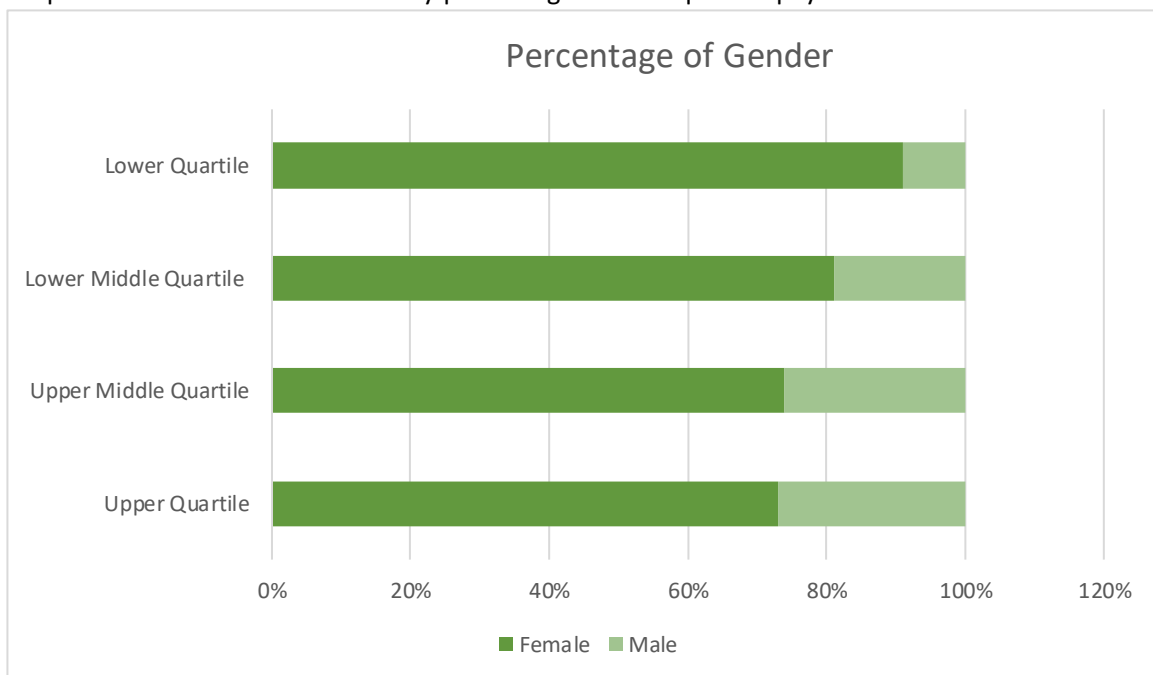
Mean Female Hourly Pay	£20.08
Mean Male Hourly Pay	£24.23
Mean Gender Hourly Pay Gap	17.1%

Median hourly pay

Median Female Hourly Pay	£15.80
Median Male Hourly Pay	£27.01
Median Gender Hourly Pay Gap	41.5%

Pay Quartiles

Proportion of Females and Males by percentage in each quartile pay band



Gender Profiles

It is recognised as an organisation the number of females holding positions within our Trust is significantly higher than the number of males.

As a Trust males and females are paid equally for equivalent roles, CLT pay scales are aligned for both teaching and support roles working to the Statutory Teachers Pay and Conditions document, National Joint Council and JNC pay grades for Chief Officers. A third party supports in role evaluation and pay award movements.

The upper quartile roles represent a large amount of females in Senior Leadership positions in both the schools and Central Services team with a proportionate amount of males in line with the amount of employed males across the Trust. In comparison to the lower quartiles which are significantly occupied by females working term time and part time contracts. It is assumed that such roles have been historically and remain to be more desirable to females as opposed to males, meaning that there are fewer males occupying such roles.

Actions

Working alongside the recently launched People Strategy embedding our vision 'Our schools will attract and retain a high-quality staff because the Trust will be seen as a *'an employer of choice and a great place to work'*.

As a Trust, Collaborative Learning Trust has completed the DfE's Flexible Working Ambassador Schools project and as a result the Trust has updated the Flexible Working Policy, adapted practices to best support and retain our staffing population. Actively looking at part time and job share ways of working to increase the pool of candidates. Flexible working across all roles has increased significantly over the past year to provide flexibility from day 1 within our workforce. Work and Families policies are utilised to promote shared parental responsibilities across genders. Requests for career breaks/sabbaticals are supported if the needs of the organisation can be met and not on a factor such as gender.

When recruiting Collaborative Learning Trust uses gender neutral language in adverts, salary ranges are always advertised in recruitment booklets and as part of shortlisting the platform anonymises candidates ensuring that the panel have access to knowledge, skills and abilities for the role reducing any unconscious bias.

Recruitment panels consist of at least 3 interviewers of mixed gender with structured interview questions asking all candidates the same questions in a predetermined format.

The data in this report has been prepared using payroll and personnel management of information systems. The snapshot date of 31 March 2024 has been used in representing the Gender Pay Gap information for Collaborative Learning Trust.



Gemma Huscroft
HR Director