



COLLABORATIVE LEARNING TRUST

Working Together to Secure Success

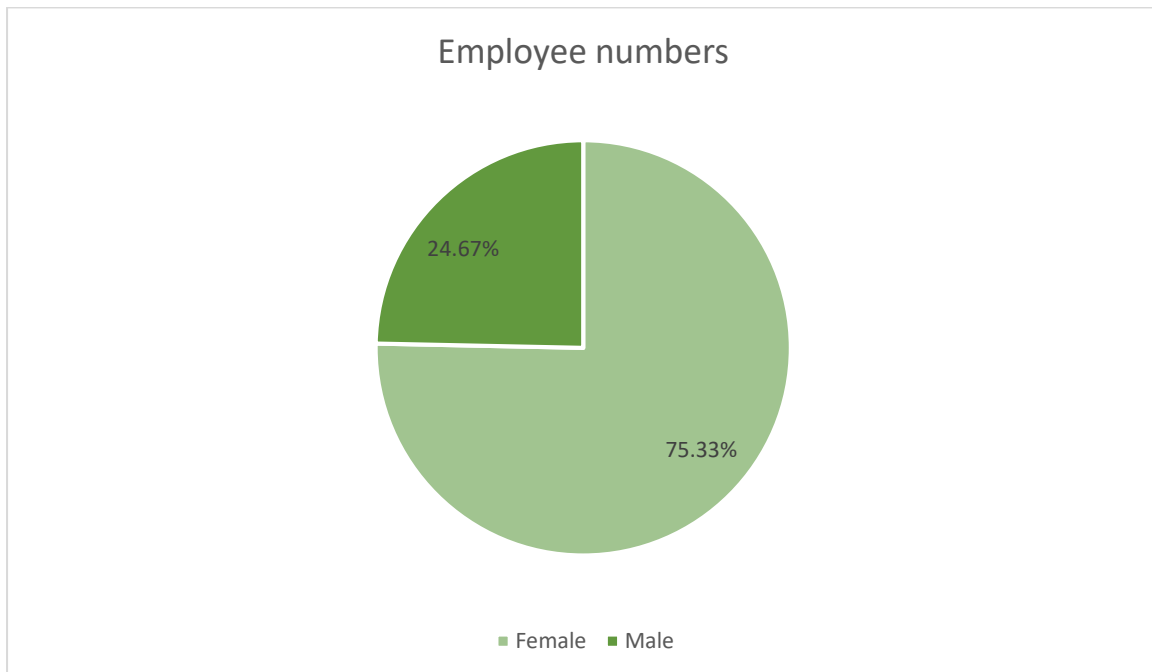
Gender Pay Gap 2023-2024 Reporting Year

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 2023 Collaborative Learning Trust was a MAT of 1 secondary and 4 primary schools. There were 281 staff employed at this time with 211 being female and 70 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

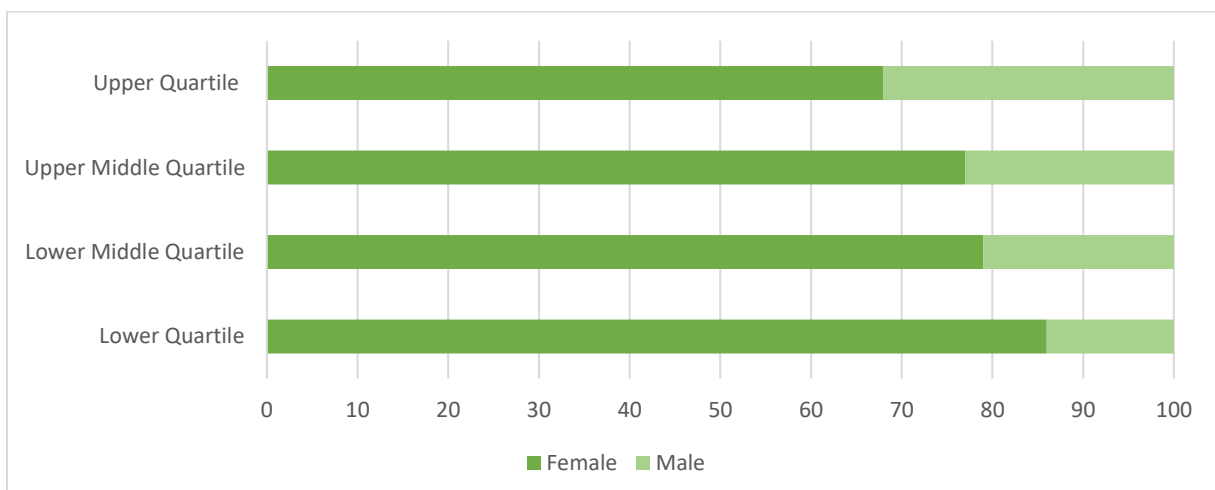
Mean Female Hourly Pay	£18.74
Mean Male Hourly Pay	£21.80
Mean Gender Hourly Pay Gap	14.0% lower than men

Median hourly pay

Median Female Hourly Pay	£15.19
Median Male Hourly Pay	£23.57
Median Gender Hourly Pay Gap	35.6% lower than men

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. Fusion HR supports in role evaluation and pay award movements.

The upper quartile roles represent a high number of females in Senior Leadership positions in both the schools and Central Services team. 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

Collaborative Learning Trust has joined the DfE's Flexible Working Ambassador Schools project to develop flexible working practices as part of our evolving people strategy in order to recruit, retain and develop our staffing population.

As a Trust, Collaborative Learning Trust looks 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 2 years to provide flexibility in 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 and 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.

Salary ranges are always advertised in recruitment booklets and stated if negotiation is possible

The data in this report has been prepared using payroll and personnel management of information systems. The snapshot date of 31 March 2023 has been used in representing the Gender Pay Gap information for Collaborative Learning Trust.



Gemma Huscroft
HR Director