

Gender Pay Gap Report

As of snapshot date 31 March 2020

New Collaborative Learning Trust (NCLT) is required to report under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, the gender pay gap for the organisation.

Gender pay gap reporting legislation requires employers with more than 250 employees to publish statutory calculations annually showing the difference between the average earnings of men and women; it will not involve publishing individual employee data. We are required to publish the results on our own website and a government website (<https://gender-pay-gap.service.gov.uk/viewing/search-results>).

An employer must publish six calculations showing their:

1. average gender pay gap as a mean average
2. average gender pay gap as a median average
3. average bonus gender pay gap as a mean average
4. average bonus gender pay gap as a median average
5. proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
6. proportion of males and females when divided into four groups (quartiles) ordered from lowest to highest pay.

*(Median = Pay per hour based on the person in the middle of the distribution,
 Mean = Average hourly salary)*

The figures in this report for NCLT are based on salaries as of 31 March 2020 and 433 relevant employees, of which 33.7% were male and 66.3% were female.

	CALCULATION	RESULT
1	Difference in mean hourly rate of pay between men and women	6.8%
2	Difference in median hourly rate of pay	3.3%
3	Difference in mean bonus pay	32.5%
4	Difference in median bonus pay	8.2%
5	Percentage of employees who received bonus pay	54.9% Male 58.4% Female
6	Employees by pay quartile	
	Upper quartile	41.4% Male 58.6% Female
	Upper middle quartile	32.2% Male 67.8% Female
	Lower middle quartile	34.5% Male 65.5% Female
	Lower quartile	32.2% Male 67.8% Female

The gap between both the mean and median hourly rate between men and women within the Trust has reduced for the second year running. Recent pay awards for support staff in sixth form colleges have been more heavily weighted to pay points at the lower end of the payscale, which has supported the decrease in gap due to the fact that proportionately more women occupy roles at the lower end of the payscales.

NCLT no longer offers performance related bonus schemes directly linked to the Annual Performance Review (APR) process, though ad hoc rewards are occasionally paid. The difference in mean bonus pay at the Trust has increased in this report as a result of a one-off single bonus payment made during the reference period. If this single bonus payment were removed, the mean bonus pay would be 6.4% (down from 11.5% last year).

All teaching staff received a one-off non-consolidated bonus as a result of pay negotiations between trade unions and the Sixth Form Colleges Association (SFCA) and which did not apply to support staff. This has results in an increase of the 'percentage of employees who received bonus pay' on the previous year (24% increase of males and 29.% for females) .

The percentage of male and female employees in each pay quartile is broadly in line with the overall split of male and female employees within the Trust, with the exception of the lower quartile. This is attributed to staff in this quartile being predominantly female and occupying the roles specifically in this quartile, such as Cleaners, Administration Assistants etc, which are often part time and/or term time only and therefore applications tend to be from women

Underpinning all our actions is the Trust Equal Opportunities Policy and Action Plan which sets out our commitment to ensure that everyone within the Trust is treated fairly, respected and valued, under the principles of *FREDIE (Fairness, Respect, Equality, Diversity, Inclusion and Engagement)*. NCLT supports all our employees with a number of family friendly initiatives and policies, including our Special Leave Policy, Family Friendly Policy, Lieu Time Policy and Request for Flexible Working.

We therefore feel that the NCLT overall pay gap reflects workforce composition rather than any pay inequalities.



Richard Fletcher
Chief Executive Officer
New Collaborative Learning Trust