

# Gender Pay Gap Report

As of snapshot date 31 March 2021

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 2021 and 605 relevant employees, of which 31.4% were male and 68.6% were female.

	CALCULATION	RESULT
1	Difference in mean hourly rate of pay between men and women	10.23%
2	Difference in median hourly rate of pay	-0.95%
3	Difference in mean bonus pay	-17.10%
4	Difference in median bonus pay	0%
5	Percentage of employees who received bonus pay	4.29% Male 4.31% Female
6	Employees by pay quartile	
	Upper quartile	39.8% Male 60.2% Female
	Upper middle quartile	32.8% Male 67.2% Female
	Lower middle quartile	28.9% Male 71.1% Female
	Lower quartile	26.0% Male 74.0% Female

The slight increase in the *'difference in mean hourly rate of pay between men and women'* (from 6.8% in the last report to 10.23% in this report) can be attributed to the increase in staffing numbers on the previous year. Due to the nature of roles in the lower quartiles such as cleaners and administration assistants etc, where these roles are often part time and/or term time only and therefore applications tend to be from women, 75% of the additional staff employed due to growth of the Trust are female.

A similar rationale can be applied as justification for the second calculation in the table above of *'difference in median hourly rate of pay'*. However, the hourly rate is more favourable towards females in the application of this specific calculation. When comparing a middle pay point of both male and female hourly rates, female staff are earning a slightly higher rate of pay, and in increase of £3.28 from the previous report compared to a middle pay point increase of £2.34 from last year for males.

The *'difference in mean bonus pay'* has reduced significantly from 32.5% in the last report to -17.10%. The figure in the last report was unique as a result of the 2020 teacher's pay award giving every teacher a non-consolidated bonus, which increased this figure from the lower 11.5% in the previous year. In addition, the number of employees receiving a bonus generally has dropped substantially. As an organisation, bonuses haven't been paid across the board since 2021, with the performance related bonus scheme not being applied since 2020 and which has affected the *'percentage of employees who received bonus pay'* and the *'difference in median bonus pay'* figures.

Employees by pay quartile has changed little in the Upper Quartile and Upper Middle Quartile from the last report. The Lower Middle Quartile and Lower Quartile have seen an increase of female staff of between 5.6% and 6.2% on last year. This is as a result of an additional 60 teaching staff being employed by the Trust due to the growth of our colleges and which will be reported in the upper quartiles. This has the effect of moving other positions to the lower quartiles, affecting the hourly rate calculations in these quartiles.

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 and wellbeing initiatives and policies, including our Special Leave Policy, Family Friendly Policy, Lieu Time Policy, Menopause Policy, Wellbeing 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**