

## Gender Pay Gap Report

As of snapshot date 31 March 2022

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)*

Gender pay gap is different to equal pay, with equal pay being the legal obligation requiring employers to pay men and women equally if employed to carry out like work. Not doing so is likely to be unlawful under the Equality Act, whereas having a gender pay gap is not and may occur for a number of reasons, such as types of roles being dominated by a particular gender or a gender imbalance in the workforce. NCLT is committed to ensuring all staff receive equal pay for equal work regardless of gender or any other protected characteristic. NCLT is an equal pay employer, subject to the requirements of TUPE transfers.

NCLT is a Multi-Academy Trust made up of 3 sixth form colleges and a secondary school (as at March 2022) and in January 2023 welcomed 3 primary schools in to our Trust.

The figures in this report for NCLT are based on salaries as of 31 March 2022 and 637 relevant employees, of which 31.4% were male and 68.6% were female – replicating exactly the same gender split as the last report.

	CALCULATION	RESULT
1	Difference in mean hourly rate of pay between men and women	9.85%
2	Difference in median hourly rate of pay	16.79%
3	Difference in mean bonus pay	0%
4	Difference in median bonus pay	0%
5	Percentage of employees who received bonus pay	0% Male 0% Female
6	Employees by pay quartile	
	Upper quartile	37.8% Male 62.2% Female

Upper middle quartile	34.0% Male
	66.0% Female
Lower middle quartile	25.7% Male
	74.3% Female
Lower quartile	27.1% Male
	72.9% Female

The 9.85% *difference in the mean hourly rate of pay between men and women* for 2022 was reported as 10.23% in 2021. This means that, while there is still a difference when calculating the mean hourly rate of pay, the gap between men and women is decreasing.

Looking at the second calculation in the table above of *'difference in median hourly rate of pay'*, while this is 16.79% for 2022 the calculation was based on 396 female employees compared to 348 in 2021. The median calculation for women this year falls in the lower middle quartile while the men's sits in the upper middle quartile. In 2021 both median calculations for men and women fell in the upper middle quartile. There is an increase of 64 relevant employees in 2022 where 75% are female and 25% are male which has an effect when calculating the median hourly rate of pay.

The *'difference in mean bonus pay'* reduced significantly from 32.5% in 2020 to -17.10% in 2021 due to the 2020 Teacher's pay award giving every teacher a non-consolidated bonus. Performance bonuses as part of the Annual Performance Review process are no longer used by the Trust and therefore this figure, along with *'difference in median bonus pay'* is now 0%.

Employees by pay quartile has changed little from the last report. Of the 64 additional relevant employees included in the 2022 calculation, a total of 15 are in the upper quartile, 16 are in both the upper middle and the lower middle quartiles leaving 17 in the lower quartile. The number of female employees in both the upper and upper middle quartiles has increased by 8.39% and 6.25% compared with 11.11% and 8.35% in the lower middle and lower quartiles. No additional male staff were counted in this report for the lower middle quartile, and the increase in the upper and upper middle quartiles have increased by 2.10% and 4.86%. The females of the 64 new staff in the relevant period are more evenly spread across all four quartiles than in previous years, indicating female appointments across a wide range of roles and levels in the organisation.

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, Health and Wellbeing Policy and Wellbeing Charter 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**