

## Gender Pay Gap Report

As of snapshot date 31 March 2023

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, 1 secondary school and 3 primary schools. The figures in this report are based on salaries as of 31 March 2023 and 967 relevant employees, of which 26.17% were male and 73.83% were female.

	CALCULATION	RESULT
1	Difference in mean hourly rate of pay between men and women	16.8%
2	Difference in median hourly rate of pay	39.4%
3	Difference in mean bonus pay	0%
4	Difference in median bonus pay	0%
5	Percentage of employees who received bonus pay	0.10% Male 0.04% Female
6	Employees by pay quartile	
	Upper quartile	35.4% Male 64.6% Female
	Upper middle quartile	27.6% Male 72.4% Female
	Lower middle quartile	28.3% Male 71.7% Female
	Lower quartile	14.6% Male 85.4% Female

In January 2023, Creative Children's Academy Trust (CCAT), a Multi-Academy Trust comprising of 3 primary schools, joined NCLT. This merger introduced additional posts found in many primary schools but not previously in place within NCLT (such as, breakfast club/after school and lunch time supervisors). These roles are traditionally primarily occupied by women. As well as meaning the Trust generally now employed more females proportionately post-merger (around a 5% increase on the previous year), this has also had an impact on the calculations of 1 and 2 above and the increased percentage of females occupying roles in the lower quartile at NCLT (previously 72.9%).

Positively, in terms of equality, there are still significantly more female (64.6%) senior postholders in the upper pay quartile than male (35.4%) within the Trust. Of the males the Trust employs, there are more in senior positions and therefore the upper quartiles compared to the lower, which can be explained by the paragraph above relating to an increased number of specific roles generally occupied by females.

In terms of bonus pay, in line with the reviewed Trust Reward Strategy, the Trust awarded length of service vouchers for significant service and a small number of discretionary bonuses for employees going above and beyond the remit of their role, as identified in calculation 5 above. However, there was no difference in the mean or median bonuses paid to men and women at the Trust, as pay was the same for those that did receive a bonus.

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 Policy.

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**