

Gender Pay Gap Report

As of snapshot date 31 March 2024

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 at the snapshot date. The Trust operates within the relevant national pay scales and terms and conditions for both teaching and support staff within our schools and colleges.

The figures in this report are based on salaries as of 31 March 2024 and 989 relevant employees, of which 25.3% were male and 74.7% were female.

	CALCULATION	RESULT
1	Difference in mean hourly rate of pay between men and women	16.8% <i>(16.8% - 2023)</i>
2	Difference in median hourly rate of pay	39.7% <i>(39.4% - 2023)</i>
3	Difference in mean bonus pay	6.40% <i>(0.00% - 2023)</i>
4	Difference in median bonus pay	-33.3% <i>(0.00% - 2023)</i>
5	Percentage of employees who received bonus pay	11.58% Male <i>(10.36% - 2023)</i> 4.52% Female <i>(4.35% - 2023)</i>

6	Employees by pay quartile		
	Upper quartile	32.5% Male (35.4% - 2023)	67.5% Female (64.6% - 2023)
	Upper middle quartile	30.9% Male (27.6% - 2023)	69.1% Female (72.4% - 2023)
	Lower middle quartile	26.5% Male (28.3% - 2023)	73.5% Female (71.7% - 2023)
	Lower quartile	14.3% Male (14.6% - 2023)	85.7% Female (85.4% - 2023)

The data on pay quartiles above shows that 67.5% of staff employed in the upper quartile are female and 32.5% male, a trend that continues in the upper middle quartile where 69.1% are female and 30.9% male.

On average, males at NCLT are paid an hourly rate of pay that is 16.8% higher than females at NCLT (calculation 1 above). This means on average, men receive £5.08 more hourly pay than women which is attributable to the fact that 61% of males employed are in the upper or upper middle quartile, with 25% in the lower middle and 14% in the lower quartile. Females are more evenly split across the quartiles where 23% of women employed are in the upper quartile and 23% in the upper middle quartile, with 25% in the lower middle quartile and 29% in the lower quartile.

The median gender pay gap in hourly pay as a percentage of men's pay is 39.7% meaning that the middle point hourly rate for men is £31.40, falling within the upper middle quartile, compared with £18.93 for women, falling in the lower middle quartile (calculation 2 above). The lower middle quartile contains roles such as Progress Tutors/Pastoral Support, Administrative/Support work etc and the number of females in this quartile has increased by 1.8% compared to last year.

Due to the nature of the majority of roles in the lower quartile (Cleaners, Lunchtime Supervisors etc), which are often part time/term time (as is the case in many lower middle quartile roles too) these roles are historically applied for by women, which impacts on the average hourly rate figures for 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 small discretionary bonuses for employees going above and beyond the remit of their role, as identified in calculation 5 above. Of those staff receiving a bonus payment, females received on average 33.3% more bonus pay than males.

Underpinning all our actions is the Trust Equal Opportunities Policy, sitting alongside our Pay Policy, 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 will continue to champion and aspire towards equality of opportunity in all that we do, whether that be regarding gender or any other protected characteristic. Our Trust supports 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.



Richard Fletcher
Chief Executive Officer
New Collaborative Learning Trust

*Brinsworth Academy and Dinnington High School joined NCLT on 1 April 2024. As this is after the snapshot date, please see separate gender pay gap figures reported for these two schools, previously part of LEAP Multi-Academy Trust).