

Gender Pay Gap Report

As of snapshot date 31 March 2025

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, 3 secondary schools, 3 primary schools and a central team, as 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 2025 and 1171 relevant employees, of which 28% (25.3% - 2024) were male and 72% (74.7% - 2024) were female.

*Rounded for ease of reading

	CALCULATION	RESULT
1	Difference in mean hourly rate of pay between men and women	18% (16.8% - 2024)
2	Difference in median hourly rate of pay	35% (39.7% - 2024)
3	Difference in mean bonus pay	-11% (6.40% - 2024)
4	Difference in median bonus pay	8% (-33.3% - 2024)
5	Percentage of employees who received bonus pay	4% Male (11.58% - 2024) 2% Female (4.52% - 2024)

6	Employees by pay quartile		
	Upper quartile	36% Male (32.5% - 2024)	64% Female (67.5% - 2024)
	Upper middle quartile	31% Male (30.9% - 2024)	69% Female (69.1% - 2024)
	Lower middle quartile	31% Male (26.5% - 2024)	69% Female (73.5% - 2024)
	Lower quartile	12% Male (14.3% - 2024)	88% Female (85.7% - 2024)

1. Difference in mean (average) hourly rate of pay between men and women

- The mean hourly rate of pay for a man is £28.67 (£30.17 - 2024).
- The mean hourly rate of pay for a woman is £23.43 (£25.08 - 2024).
- Therefore, men get paid £5.24 (£5.08 - 2024) per hour, on average, more than women at NCLT.

This is because there are more women, 72% (75% - 2024), employed at NCLT generally compared to men 28%, (25% - 2024), meaning the rate of pay is split over more females than males, creating a lower average hourly rate for females. The slightly lower percentage of women in the Trust overall this year compared to last can be attributed to the joining of the two new secondary schools to NCLT at the snapshot date, where the balance of staff is more evenly distributed between men and women (primary staffing increasing the number of females the year before).

This is also attributable to the fact that, of the men employed at NCLT, less are employed in the lower quartile. This is due to the nature of the roles in the lower quartile being predominantly occupied by women (part time roles, types of roles – cleaners, lunchtime supervisors, teaching assistants, admin support etc) not just at NCLT but as a national trend due to societal norms.

2. Difference in median (middle) hourly rate of pay between men and women

- The median hourly rate of pay for men is £28.93 (£31.40 - 2024).
- The median hourly rate of pay for women is £18.66 (£18.92 - 2024).
- Therefore, there is a difference in the median hourly rate of pay of £10.27 (£12.48 - 2024).

This is largely due to the fact that there are fewer men, and more women, in the lower paid quartiles for similar reasons outlined in point 1. Comparing the data for men from last year and the data for women for last year, the median rate of pay for both has reduced due to the increased staffing from the inclusion of two secondary schools within the Trust, which has also slightly increased the number of males in the organisation.

3. Difference in mean (average) bonus pay between men and women

- The mean bonus pay for men is £371.43 (£249.17 - 2024).
- The mean bonus pay for women is £411.54 (£233.33 - 2024).
- Therefore, of those staff that received bonus pay, men were paid £40.11, on average, less bonus pay than women (£15.83 more in the previous year).

This is because a higher percentage of women received a bonus payment (men last year).

There were significantly less bonuses paid this year compared to last as the Trust no longer offers financial reward for length of service, offering an additional day of annual leave instead. Therefore, these bonuses are discretionary payments for such as project work, significant staff cover and for staff having gone above and beyond the remit of their role.

There were 27 (66 - 2024) bonus payments made in total which equates to 1.9% (6.7% - 2024) of the applicable NCLT staff.

4. Difference in median (middle) bonus pay between men and women

- The median bonus pay for men is £325 (£150 - 2024).
- The median bonus pay for women is £300 (£200 - 2024).
- Therefore, of those staff that received bonus pay, men were paid £25 (£50 - 2024), on average, more bonus pay than women.

The number of men and women receiving a bonus payment this year was more even, therefore the difference is reduced and only £25.

The median amounts for bonus payments have increased because there were less bonuses actually paid (due to changes with length of service) but the amounts paid to individuals were greater on average.

5. Percentage of employees who received bonus pay

There were 14 (4%) (30 and 11.58% - 2024) of all men at NCLT and 13 (2%) (33 and 4.52% - 2024) of all women at NCLT who received a bonus payment.

6. Employees by quartile

Please refer to 1 above for further details.

Mitigations and Actions

As an educational establishment, NCLT abides by nationally set pay scales driven by the nature of the role to ensure transparency, consistency and fairness regardless of any protected characteristic. This helps us to ensure there is no gender bias and men and women are paid equally for the same role.

How does NCLT already try and address gender pay differences?

- We promote our Flexible Working Policy, with 86% of requests being approved, which supports those with caring responsibilities (and often female) to remain in work and to encourage an even spread of genders across all quartiles. We have a number of senior post-holders with flexible working arrangements in place. This is equally available to men or women.
- We have some staff specifically with working from home arrangements and are drafting a working from home policy where roles permit.
- We have reviewed senior leader pay scales at Trust and colleges to be more in line with schools and create a more equitable pay framework.
- We provide all staff with mandatory training on equality and diversity and managers with recruitment and selection training.
- We have a Special Leave Policy in place to support staff to take emergency time off for dependents to make fair access to the workplace, regardless of gender.
- We have reviewed (using a scoring matrix), and increased, salaries for a number of roles in recent years to ensure pay remains competitive. Many of these were in the lower or lower middle quartile.
- We already employ significantly more women than men in upper quartile roles at the Trust.

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.

A handwritten signature in black ink, appearing to read 'R. Fletcher', with a long horizontal flourish extending to the right.

Richard Fletcher
Chief Executive Officer
New Collaborative Learning Trust