



DJANOGLY LEARNING TRUST

GENDER PAY REPORT – APRIL 2020

Executive Summary

Djanogly Learning Trust (DLT) is required by law to publish a gender pay report which is approved by the Trustees.

- The pay gap overall at mean average has decreased to 18.9% compared to last year which was 23.2%. This improvement reflects the Trust's continued commitment to improve the hourly rate for the lower level part-time employees who are mostly female.
- The pay gap overall at median average has increased slightly to 15.5% compared to last year which was 14.3%. There is a significant improvement since 2018 where the percentage difference was 19.6%.
- Further analysis shows that this gap is due to the higher proportion of female workers employed by the Trust and the rates paid to teachers in skills shortage areas.
- All staff in the Trust are employed against the same pay bands, irrespective of gender.
- The Trust is proactively increasing the minimum wage at the lower end of the payscales on an annual basis and is maintaining the differentials in pay bands.

Introduction

As an employer with more than 250 employees we are required to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it does not involve publishing individual employees' data.

We are required to publish the results on our own website and a government website on an annual basis by 30th March. We will use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.

The challenge in our organisation and across Great Britain is to eliminate any gender pay gap. Gender Pay Reporting requires our organisation to make calculations based on employee gender. We use our existing HR and payroll records and based on this data the following calculations have been made in line with the requirements to report specific figures.

Following the reports published in March 2018 and March 2019, we will also compare to the previous years and report on success of our initiatives.

FULL PAY RELEVANT EMPLOYEES

The report is based on full pay relevant employees of which there were a total of 335 employees on the date of 31 March 2019. Of these there are 271 females and 64 males. The education sector has historically attracted a larger number of females into the professional, particularly in primary.

MEAN AVERAGE PAY

The mean average pay is the total hourly rate for each person divided by the total number of people in the category. This is useful to show an overall indication of the gap but can be distorted by very high or low rates. The lower the % pay difference, the better. The rates for DLT are as follows:

	2018	2019	2020
Female	£13.67	£13.58	£13.86
Male	£18.27	£17.69	£17.29
% Difference	25.2%	23.2%	18.9%

This is an improvement on last year by 3.4% and an improvement on 2018 by 4.3%

MEDIAN AVERAGE PAY

The median average pay is useful to indicate what the 'typical' situation is in the middle of an organisation and is not distorted by very large or small pay rates or bonuses.

The rates for DLT are as follows:

	2018	2019	2020
Female	£12.16	£12.20	£12.42
Male	£15.13	£14.23	£14.70

% difference	19.6%	14.3%	15.5%
--------------	-------	-------	-------

The % calculation for 2020 is 15.5% which is a 1.2 percentage point increase from 2019. It is still however a 4.1 percentage point improvement from 2018.

BONUS PAY

DLT does not have any employees who are paid a bonus.

QUARTILE PAY BANDS

This calculation shows the proportions of male and female full-pay relevant employees in four quartiles, which is achieved by dividing the workforce into four equal parts.

The figures below indicate the higher % of female workers in the lower paid quartiles, reflecting the number of part-time roles such as mid-day supervisors, cleaners and catering assistants.

As an example to aid understanding of the quartiles the following are an indication of the likely job roles in each quartile.

First	Mid-day supervisors, cleaners, receptionist
Second	Teaching Assistants, administrators,
Third	Teachers, Business Managers
Fourth	Upper pay scale teachers, leadership

QUARTILES	FEMALE	MALE	% of males
FIRST	79	4	4.8%
SECOND	66	18	21.4%
THIRD	67	17	20.2%
FOURTH	59	25	29.8%

The figures below indicate where the discrepancies occur in the quartiles for mean and median average pay. The minus figure indicates the difference between male and female. A minus figure indicates females are paid higher than men overall.

	Comparison male to female 2018		Comparison male to female 2019		Comparison male to female 2020	
	MEAN	MEDIAN	MEAN	MEDIAN	MEAN	MEDIAN
FIRST	0.1%	2.5%	6.3%	12.4%	8.8%	8.2%
SECOND	0.6%	-6.5%	0.1%	2.6%	0%	-1.5%
THIRD	3.8%	2.2%	-4.2%	-5.1%	0.6%	0%
FOURTH	-10.1%	1.6%	9.5%	-0.7%	2.5%	7.8%

SUMMARY

The pay gap overall at mean average has improved down to 18.9% compared to last year. This appears to be a significant gap, but further analysis shows that this is reflective of the higher proportion of female workers employed by the Trust and the rates paid to teachers in skills shortage areas.

All staff in the Trust are employed against the same pay bands, irrespective of gender. The bands are published and are regularly reviewed to ensure that they remain competitive and fair across all parts of the Trust.

In the last few years, the Trust has taken proactive action to increase the minimum hourly rates of staff above the recommended national minimum wage increases and has also maintained the differentials in salary bands for the lower scales. This will continue, where possible, to minimize the pay gap with lower paid female workers.

This information will be placed on our website and employees notified of the report. It will be reviewed and updated annually.

Liz Anderson
Chief Executive Officer