

DJANOGLY LEARNING TRUST

GENDER PAY REPORT – APRIL 2021

Executive Summary

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 improved to 16.3% 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.

The gap in median average pay however has reduced significantly to 10.9% which is a total improvement of 8.7% since reporting began in 2018.

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.

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 **436** employees on the date of 31 March 2020. Of these there are **351** females and **85** 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	2021
Female	£13.67	£13.58	£13.86	£14.02
Male	£18.27	£17.69	£17.29	£16.76
% Difference	25.2%	23.2%	18.9%	16.3%

This is an improvement on last year by 2.6% and an improvement since reporting began in 2018 by 8.9%

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	2021
Female	£12.16	£12.20	£12.42	£12.49
Male	£15.13	£14.23	£14.70	£14.02
% difference	19.6%	14.3%	15.5%	10.9%

This is an improvement on last year by 4.6% and an improvement since reporting began in 2018 by 8.7%

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	101	8	7.3%
SECOND	92	17	15.6%
THIRD	81	28	25.7%
FOURTH	77	32	29.4%

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.

	male to female 2019		Comparison male to female 2020		Comparison male to female 2021	
	MEAN	MEDIAN	MEAN	MEDIAN	MEAN	MEDIAN
FIRST	6.3%	12.4%	8.8%	8.2%	-3.2%	7.3%
SECOND	0.1%	2.6%	0%	-1.5%	0.2%	-2.5%
THIRD	-4.2%	-5.1%	0.6%	0%	-1%	0%
FOURTH	9.5%	-0.7%	2.5%	7.8%	2.2%	0%

SUMMARY

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