

DJANOGLY LEARNING TRUST

GENDER PAY REPORT – APRIL 2022

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 continued to reduce and is now **14.5%**. This is a reduction of **1.8%** since 2021 and a total reduction of **10.7%** since 2018 when reporting began. The gap in 2018 was **25.2%**. This improvement reflects the Trust's continued commitment to improve the hourly rate for the lower level part-time employees who are mostly female. However, a gap remains due to the disproportionate ratio of females to males in the organisation which is approximately 4:1.
- The pay gap overall at median average has increased to **22.9%**. This is the highest the gap has been since reporting began. Analysis shows that the increase is due to an increase in the number of males in leadership roles and the fact that there is still very few males in lower paid roles e.g. midday supervisors and cleaners. 40% of DLT's male employees fall into quartile 4, which is UPS Teachers and Leadership roles. Only 10% of DLT's male employees fall into quartile 2, which is middays, cleaners and admin.
- 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 pay scales 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.

We have now been reporting since March 2018 and we compare to previous years to see how the gap has changed.

Full Pay Relevant Employees

The report is based on full pay relevant employees of which there were a total of **436** on the date of 31 March 2021. Of these, there are **351** females and **85** males. The education sector has historically attracted a larger number of females into the profession, 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:

	2019	2020	2021	2022
Female	£13.58	£13.86	£14.02	£15.61
Male	£17.69	£17.29	£16.76	£17.87
% Difference	23.2%	18.9%	16.3%	14.5%

The gap has continued to reduce and has reduced by a further 1.8%

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. It can however be distorted by the number of people in the category.

The rates for DLT are as follows:

	2019	2020	2021	2022
Female	£12.20	£12.42	£12.49	£13.59
Male	£14.23	£14.70	£14.02	£17.12
% difference	14.3%	15.5%	10.9%	22.9%

The gap has widened to 22.9%. Analysis shows that this is based on the fact that as well as DLT having a disproportion number of female to male employees, within the lowest earner category 90% of employees are female.

Bonus Pay

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

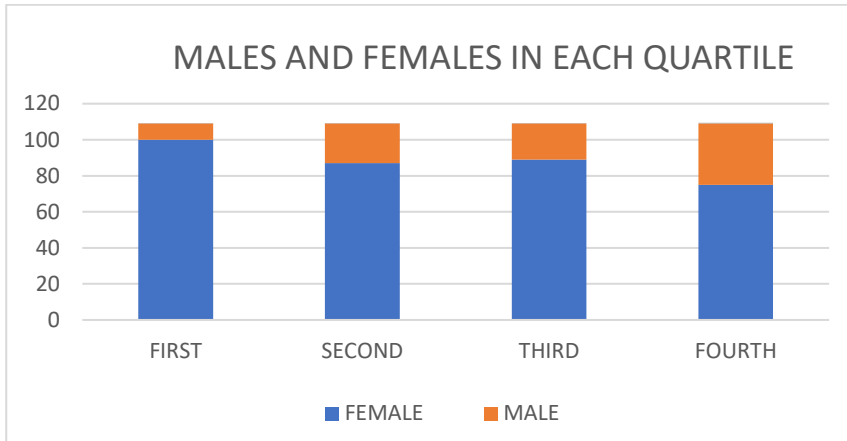
Quartile Pay Bands

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 Midday supervisors, cleaners, catering
 Second Teaching Assistants, administrators
 Third Teachers, Business Managers
 Fourth Upper pay scale teachers, leadership



QUARTILES	FEMALE	MALE	% of males
FIRST	100	9	8.3%
SECOND	87	22	20.2%
THIRD	89	20	18.3%
FOURTH	75	34	31.2%

The table below shows the mean and median average hourly pay for males and females.

QUARTILES	FEMALE – Mean average pay	MALE – Mean average pay	FEMALE – Median average pay	MALE – Median average pay
FIRST	£10.23	£9.98	£10.14	£11.18
SECOND	£13.02	£13.11	£13.18	£13.34
THIRD	£16.08	£16.43	£15.62	£16.72
FOURTH	£25.23	£23.89	£21.94	£21.17

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

	Comparison Male to Female 2020		Comparison Male to Female 2021		Comparison Male to Female 2022	
	MEAN	MEDIAN	MEAN	MEDIAN	MEAN	MEDIAN
FIRST	8.8%	8.2%	-3.2%	7.3%	-2.4%	10.2%
SECOND	0%	-1.5%	0.2%	-2.5%	0.7%	1.2%
THIRD	0.6%	0%	-1%	0%	2.2%	7%
FOURTH	2.5%	7.8%	2.2%	0%	-5.3%	-3.5%

Executive Summary

The pay gap overall at mean average has continues to reduce and is now at **14.5%**.

The Trust has been benchmarked against other MATs in the local area and nationally and data shows that the median difference for 2020 is better than the comparators.

For 2021 the gap in median average pay however has increased to 22.9%. Whilst this appears to be a concerning increase, the reason for the increase is an increase in males in leadership roles and very little change in the number of males in midday and cleaning roles. Due to their being significantly less male employees in total, this distorts the figures.

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