

DJANOGLY LEARNING TRUST

GENDER PAY REPORT – APRIL 2023

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Executive Summary

DLT is required by law to publish a gender pay report which is approved by the Trustees.

Headline data:

	31 March 2022	Increase or decrease
Mean gender pay gap	11.9%	Gap decreased by 2.6%
Median gender pay gap	23.1%	Gap increased by 0.2%
Median gender bonus gap	N/A – DLT does not award bonuses	N/A – DLT does not award bonuses

- The pay gap overall at mean average has continued to reduce and is **now at its lowest since reporting began**. The gap however 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 slight to **23.1% which is an increase of 0.2% since 2021 data**. Analysis shows that the gap remains high due to the number of females in quartile 1 roles along with the overall disproportionate number of females to males.
- 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.

We are required to publish the results on our own website and a government website on an annual basis. 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.

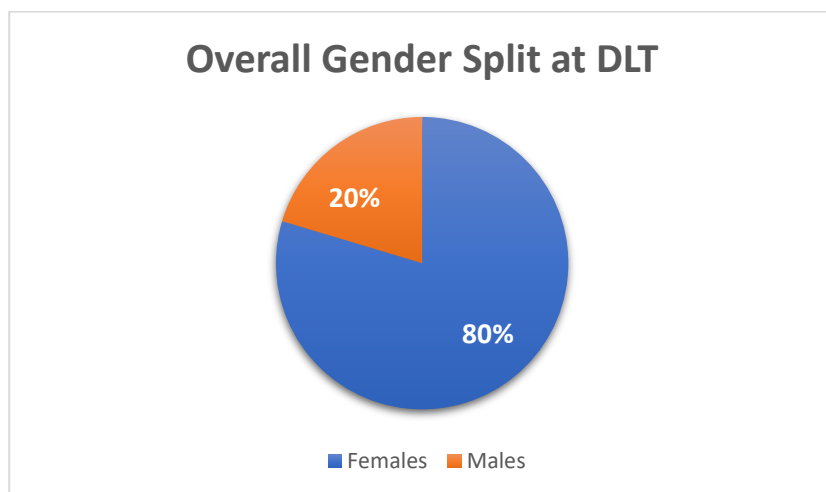
The challenge in our organisation and across Great Britain is to eliminate any gender pay gap. Gender Pay Reporting requires our organisation to make calculations based on employee gender. We use our existing HR and payroll records and based on this data the following calculations have been made in line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

Gender Pay data

Full Pay Relevant Employees

The report is based on full pay relevant employees of which there were a total of **388** on the date of 31 March 2022. Of these, there are **309** females and **79** males. Full pay relevant employees mean, employees who have not had any pay deductions that month.



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	2023
Female	£13.58	£13.86	£14.02	£15.61	£16.05
Male	£17.69	£17.29	£16.76	£17.87	£18.08
% Difference	23.2%	18.9%	16.3%	14.5%	11.9%

The gap has reduced further and is now at the lowest it has been since we began reporting in 2017.

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	2023
Female	£12.20	£12.42	£12.49	£13.59	£13.62
Male	£14.23	£14.70	£14.02	£17.12	£17.17
% difference	14.3%	15.5%	10.9%	22.9%	23.1%

The gap has widened by a further 0.2%. 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 almost 90% of employees are female.

Bonus Pay

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

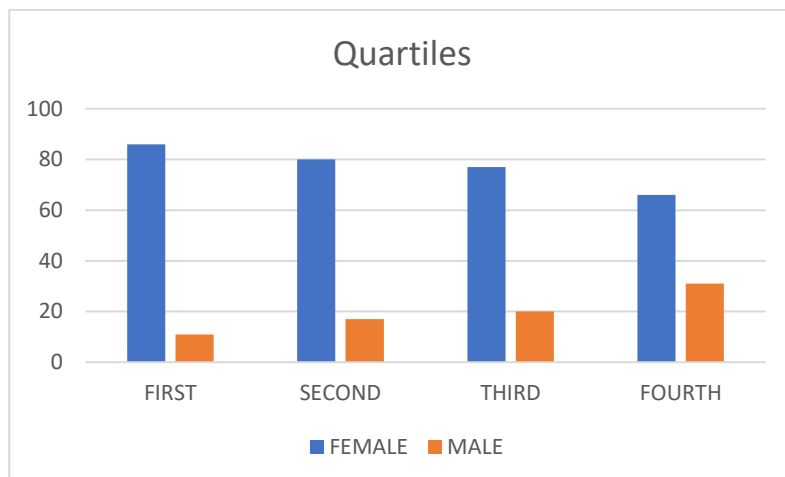
Quartile Pay Bands

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	86	11	11.3%
SECOND	80	17	17.5%
THIRD	77	20	20.6%
FOURTH	66	31	32%

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	£10.39	£10.05	£10.27	£11.08
SECOND	£13.06	£12.61	£13.39	£13.18
THIRD	£16.54	£16.88	£16.43	£16.90
FOURTH	£26.52	£24.71	£23.62	£22.01

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 2021		Comparison Male to Female 2022		Comparison Male to Female 2023	
	MEAN	MEDIAN	MEAN	MEDIAN	MEAN	MEDIAN
FIRST	-3.2%	7.3%	-2.4%	10.2%	-3.3%	7.6%
SECOND	0.2%	-2.5%	0.7%	1.2%	-3.5%	-1.6%
THIRD	-1%	0%	2.2%	7%	2%	2.8%
FOURTH	2.2%	0%	-5.3%	-3.5%	-7%	-7%

Mean and Median gap split via payscale

The table below shows the split by payscale. The gap is much narrower when analysed via payscale. The total number of females to males within the support staff scale again highlight why the overall gap is distorted.

Total number of staff in category	Support staff scale	Teacher scale	Leadership scale
	206 (174F, 35M)	148 (108F, 40M)	34 (27F, 7M)
Mean			
Male	£13.03	£19.26	£34.40
Female	£12.11	£18.26	£32.70
Difference	7.3%	5.3%	5.1%
Median			
Male	£11.76	£19.47	£30.21
Female	£11.79	£17.98	£30.97
Difference	-0.3%	8%	-2.5%

Narrowing the pay gap

Djanogly Learning Trust is committed to inclusion, diversity, and equality of opportunity in recruitment, talent management and promotion. As a Trust we are committed to narrowing the gap and take this responsibility seriously. As a Trust we will continue to promote and develop the following strategies with an aim of narrowing the gap further:

- Ensure all internal roles are advertised and selection methods are equal and transparent. Our Recruitment Policy states that all roles have to be advertised internally as a minimum.
- Encourage applications from males for lower paid part time roles. Our recruitment tracking system shows that across all vacancies in the last 12 months, only 25.2% of applicants were male.
- Promote flexible working opportunities to all employees regardless of gender. Statistically there is a high number of females in part time roles across all sectors.
- Promote family friendly policies e.g., shared parental leave.
- Improve Talent Management initiatives including career mapping for all employees.
- Continue to promote the Lady Carol Djanogly Memorial Fund for work related qualifications to assist lower earners with career progression.

Conclusion

The pay gap overall at mean average has decreased further as it now at its lowest since reporting began. Median average overall has increase slightly by a further 0.2%.

All staff in the Trust are employed against the same pay bands, irrespective of gender. The scales is published and the bands 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. This will continue, where possible, to minimize the pay gap with lower paid female workers.

As a Trust, DLT is committed to reducing the pay gap and is proactively working to reduce this across the Trust.

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

Hayley Wheat
HR Manager
March 2023