

DJANOGLY LEARNING TRUST

GENDER PAY REPORT – APRIL 2024

Contents

Title	Page
Executive Summary	Page 2
Introduction	Page 2
Gender Pay Data: <ul style="list-style-type: none">• Full pay relevant employees• Mean average pay• Median average pay• Bonus• Quartiles	Page 3 - 5
Narrowing the gap	Page 5
Conclusion	Page 6

Executive Summary

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

Headline data:

	31 March 2022	31 March 2023	Increase or decrease
Mean gender pay gap	11.9%	13.8%	Gap increased by 1.9%
Median gender pay gap	23.1%	7.2%	Gap decreased by 15.9%
Median gender bonus gap	N/A – DLT does not award bonuses	N/A – DLT does not award bonuses	N/A – DLT does not award bonuses

- The pay gap overall at mean average has increased slightly. The 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 reduced significantly to **7.2%**. Analysis shows that the gap has reduced due to an increase in minimum wage for quartile 1 roles and an increase in the numbers of male support staff particularly in IT, Estates and secondary Behaviour Management roles.
- 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.

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.

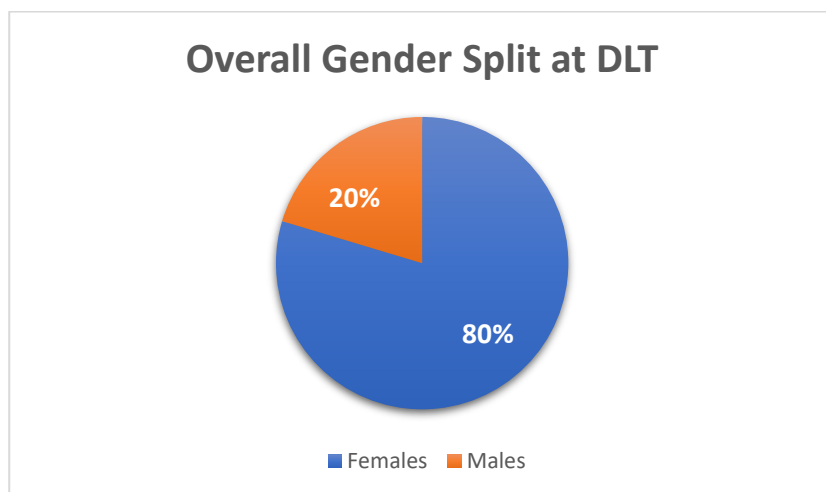
The challenge in our organisation and across Great Britain is to eliminate any gender pay gap. Gender Pay Reporting requires our organisation to make calculations based on employee gender. We use our existing HR and payroll records and based on this data the following calculations have been made in line 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 **375** on the date of 31 March 2023. Of these, there are **308** females and **67** 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	2024
Female	£13.58	£13.86	£14.02	£15.61	£16.05	£16.42
Male	£17.69	£17.29	£16.76	£17.87	£18.08	£18.85
% Difference	23.2%	18.9%	16.3%	14.5%	11.9%	13.8%

The gap has increased slightly but has still decreased significantly since we began reporting.

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	2024
Female	£12.20	£12.42	£12.49	£13.59	£13.62	£14.27
Male	£14.23	£14.70	£14.02	£17.12	£17.17	£15.33
% difference	14.3%	15.5%	10.9%	22.9%	23.1%	7.2%

The gap has decreased significantly and is now at the lowest since reporting began. Analysis shows that there has been an increase in males in support staff roles such as Estates, IT and secondary Behaviour Management roles. There is however still a gap which is due to the disproportionate number of males to females particularly in quartile 1 roles. Increases in minimum wage however, have narrowed that gap.

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	83	10	10.7%
SECOND	80	14	14.9%
THIRD	76	18	19.1%
FOURTH	69	25	26.7%

The table above shows that the split narrows as you go up the quartiles.

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	£10.75	£10.40	£10.78	£10.78
SECOND	£13.03	£12.71	£13.20	£11.83
THIRD	£16.96	£16.00	£17.46	£14.91
FOURTH	£27.00	£27.73	£23.09	£23.12

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 2022		Comparison Male to Female 2023		Comparison Male to Female 2024	
	MEAN	MEDIAN	MEAN	MEDIAN	MEAN	MEDIAN
FIRST	-2.4%	10.2%	-3.3%	7.6%	-3.3%	0%
SECOND	0.7%	1.2%	-3.5%	-1.6%	-2.5%	-11%
THIRD	2.2%	7%	2%	2.8%	-5.8%	-15.8%
FOURTH	-5.3%	-3.5%	-7%	-7%	2.7%	0.1%

The data above shows a shift this year within the first 3 quartiles, in all 3 females are being paid higher whereas in quartile 4 where at DLT traditionally females have been paid higher, males are now being paid higher.

Looking at the data and job roles, there has been an increase in males doing support staff roles however the number of females is still significantly higher. As well as this, the minimum wage and the differential DLT pay has continued to increase. We have also seen an increase in males doing apprenticeships which are at the lower end of the payscale.

Narrowing the pay gap further

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, 27.2% of applicants were male, and this has increased slightly from the previous year where 25.2% were male.
- Ensure adverts are inclusive and are not using gender stereotypical language, ensure recruitment materials show males, particularly in support staff role.
- 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 increase slightly.

At Median average, the gap has decreased significantly and is now at its lowest since reporting began.

All staff in the Trust are employed against the same pay bands, irrespective of gender. The scales are 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 minimise 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
Head of HR
March 2024