

DJANOGLY LEARNING TRUST

GENDER PAY REPORT – APRIL 2025 – Snapshot date 31 March 2024

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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	31 March 2023	31 March 2024	Increase or decrease
Mean gender pay gap	11.9%	13.8%	20%	Gap increased by 6.2%
Median gender pay gap	23.1%	7.2%	19.2%	Gap increased by 12%
Median gender bonus gap	N/A – DLT did not award any bonuses during the relevant period	N/A – DLT did not award any bonuses during the relevant period	N/A – DLT did not award any bonuses during the relevant period	N/A

- The pay gap overall at mean average has increased. 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 increased but remains lower than in 2022. The gap has increased due to the different role type at median for female and male. The role at median for female is a Teaching Assistant, the role at median for male is a department lead. This is due to there being significantly less males within the organisation, which then effects where the middle falls.
- 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.

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:

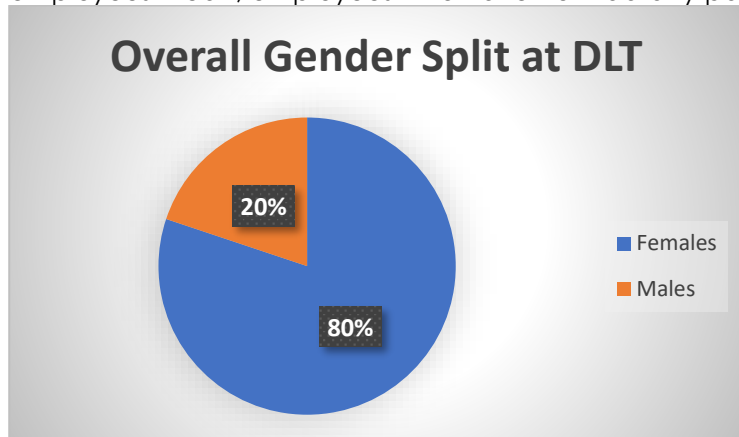
- The levels of gender equality in our workplace
- The balance of male and female employees at different levels
- How effectively talent is being maximised and rewarded.

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.

Gender Pay data

Full Pay Relevant Employees

The report is based on full pay relevant employees of which there were a total of **448** on the snap shot date of 31 March 2024. Of these, there are **359** females and **89** 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	£13.86	£14.02	£15.61	£16.05	£16.42	£17.64
Male	£17.29	£16.76	£17.87	£18.08	£18.85	£21.18
% Difference	18.9%	16.3%	14.5%	11.9%	13.8%	20%

The gap has increased, this is likely due to an increase in males in the Trust's most senior roles.

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	£12.42	£12.49	£13.59	£13.62	£14.27	£15.13
Male	£14.70	£14.02	£17.12	£17.17	£15.33	£18.03
% difference	15.5%	10.9%	22.9%	23.1%	7.2%	19.2%

There has been a significant increase since the 2024 data however the table above shows the fluctuation over the years. This is caused by the role type at median. In 2024 the role type had been similar for male and female whereas the role type for the 2025 data was very different. The median female role on 31 March 2024 was a Teaching Assistant whereas the median male role was a department lead. If there was an equal number of males and females and an equal number of each in each role type, there would be no pay difference as all equal roles e.g. Teaching Assistants are paid on the same pay band regardless of gender.

Bonus Pay

DLT did not have any employees who were paid a bonus between 1 April 2023 and 31 March 2024.

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	102	10	8.9%
SECOND	95	17	15.2%
THIRD	86	26	23.2%
FOURTH	76	36	32.1%

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	£11.57	£11.84	£11.49	£11.94
SECOND	£14.35	£14.13	£14.29	£14.02
THIRD	£18.52	£17.86	£18.03	£16.49
FOURTH	£28.92	£29.49	£25.83	£27.25

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 2023		Comparison Male to Female 2024		Comparison Male to Female 2025	
	MEAN	MEDIAN	MEAN	MEDIAN	MEAN	MEDIAN
FIRST	-3.3%	7.6%	-3.3%	7.6%	2.3%	4%
SECOND	-3.5%	-1.6%	-3.5%	-1.6%	-1.5%	-1.9%
THIRD	2%	2.8%	2%	2.8%	-3.6	-8.5%
FOURTH	-7%	-7%	-7%	-7%	2%	5.5%

The data above shows a shift in quartile 3 and 4. Females are now paid higher in quartile 3 but lower in quartile 4.

Quartile 4 has changed due to the role holders of the top 4 most senior roles, these have previously been split 50/50 between male and female whereas on the snapshot date, 3 out of the 4 role holders were male.

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.

Over the last 12 months we have and will continue to:

- 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.
- Ensure adverts are inclusive and are not using gender stereotypical language, ensure recruitment materials show males, particularly in support staff role.
- Updated our People Strategy to include that all roles will be advertised with the option to request part time at the application stage.
- 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.
- We have moved away from performance related pay and introduced Career and Wellbeing Discussions with the purpose of finding out the career aspirations of every employee.
- Continue to promote Apprenticeships to existing employees to enable them to progress within the organisation.
- As part of our updated People Strategy, we have also increased paid paternity leave to 3 weeks to remain competitive and ensure DLT is a desirable place to work.

Conclusion

The pay gap overall at mean average has increase slightly. It has also increased at median average; however it is common for fluctuation due to the number of males compared to females within education and the effect that this has on where the median level falls.

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 People and Culture
March 2025

APPROVED BY TRUSTEES HR AND REMUNERATION COMMITTEE – MARCH 2025