Enquire Learning Trust Gender Pay Gap Report
Report to Trustees: 28th March 2018

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 places the requirement on organisations with over 250 employees (on the 31 March of a given year) to publish specific information on their 'gender pay gap'. The gender pay gap shows the difference between the average (mean and median) earnings of males and females. This is expressed as a percentage of men's earnings (i.e. women earn 15% less than men).

The gender pay gap is different to equal pay. Equal pay looks at the pay differentials between males and females carrying out the same or similar work. The gender pay gap looks at average earnings regardless of role, therefore enabling us as an organisation, to identify potential issues and barriers within the workforce with the view to addressing such issues and thereby closing the gap. These include things such as identifying any potential obstructions to females entering leadership positions.

The information required to be published is as follows:

- Employee numbers divided in to four quartiles (apportioning percentages of males and females)
- The mean pay of males and females
- The median pay of males and females
- The mean of bonus pay for males and females
- The median of bonus pay for males and females

As a Trust, we are confident that men and women are paid the same rate for the same work. All teaching staff are paid in line with the School Teachers Pay and Conditions Document, and in line with nationally set pay scales, regardless of gender. All teachers are able to progress through the pay structure on an annual basis through the Trust's performance management process, which ensures that pay progression is strictly linked to performance. Trust observation, appraisal and enquiry processes and procedures mean that all pay and appraisal related decisions are validated and therefore no bias can have an effect on the salary of any individual. Pay progression statistics are monitored each year following the appraisal cycle, to ensure that no particular groups of staff are disadvantaged throughout the process and this information is shared with our trade union representatives. Support staff are all employed on pay scales that were set through the Local Authority's job evaluation process, which takes in to account the roles responsibilities to allocate a pay rate to anyone holding that position, regardless of gender. Again, support staff are (where applicable) able to progress through the pay spine through the performance management process. This process is audited to ensure consistency of approach.

 The four quartiles

Our 1453 contracted employees were ordered by rate of hourly pay and then split in to three equal segments of 363 employees and one segment of 364 employees. Where one hourly rate overlapped between two quartiles, the number of males and females were divided evenly between the two quartiles.

The below table demonstrates the number of employees falling within each quartile.

	No of Males	% Males	No of Females	% Females	Total No of Employees
Lower quartile	7	1.9%	356	98.1%	363
Middle lower quartile	16	4.4%	348	95.6%	364
Middle higher quartile	34	9.4%	329	90.6%	363
Higher quartile	49	13.5%	314	86.5%	363
TOTAL	**106**	**7.29%**	**1347**	**92.70%**	**1453**

We are also required to publish the mean and median of male and female pay, and in particular, specifying by what percentage female pay differs from that of males.

	Mean	Median
Female	£12.71	£9.72
Male	£18.00	£14.58
PAY GAP (%)	**29%**	**33%**

It is common that within a large proportion of organisations, there is a pay gap in favour of males. The common explanation for this is a lack of female representation in senior and leadership roles – therefore indicating a lack of progression, lack of investment in CPD, a lack of flexibility for females returning to work following maternity leave or a general 'glass ceiling' for female employees. These barriers to female progression are not applicable within the Trust and as such, our pay gap is somewhat different to the national (predominantly private sector) picture. The Trust encourage the progression of females by ensuring that CPD is offered consistently to all employees, that wherever possible flexible working requests are approved, that ways of working are family friendly and that current middle leaders (the majority of which are female) are given the opportunity to develop and progress internally.

The pay gap within Enquire is caused not by a lack of female representation in the higher salary points, but rather, a significant lack of male representation in the lower salary points.

As of 31st March 2018, the Trust employed 27 Principals within the academies. 21 of these Principals are female, in comparison to 6 males. This means that almost 62% of the highest level of leadership possible within academies were held by female employees. Our gender pay gap is reflective of the fact that only 7 employees within the lowest quartile are male, and only 16 employees within the middle lower quartile are male. Only 23 males are paid lower than the half way point, whereas the same salary range includes 704 females.

The gender pay gap for the Enquire Learning Trust has increased in this reporting year on the previous reporting year as follows;

Mean Increase: 7.67%
Median Increase: 5.93%

In the 2017/18 reporting year, leadership of the Enquire Learning Trust central team were contracted to the organisation rather than being permanent employees of the company. This was addressed and those individuals brought on to the organisations payroll on 1st April 2017 and as such are now included within these figures. As those posts are leadership and some of them held by males, this has impacted the view of the pay gap in the higher quartile. The increase in the pay gap in this reporting year is not reflective of a significant change in staffing structures or a decrease in pay for females, it is essentially due to simply moving 'contracted' staff on to the payroll.

The table below outlines the roles included within each quartile.

Quartile:	Roles included within the quartile:
Lower quartile	Midday Supervisor Cleaning Staff Catering Assistant Apprentice
Middle lower quartile	Catering Assistant Senior Cleaning Staff Senior Midday Supervisor Teaching Assistant Level 2 Teaching Assistant Level 3 Central Team Staff
Middle higher quartile	Higher Level Teaching Assistant Unqualified Teacher Newly Qualified Teacher Site/Facilities Staff Central Team Staff
Higher quartile	Site/Facilities Manager Business Manager Teaching Staff Leadership Central Team Staff

The roles taking up the largest proportion of the lower two quartiles are those of midday supervisors and teaching assistants. Almost all of these roles are part time (less than 37 hours per week), and we already know that nationally, females are at least 75% more likely to hold part time positions. This statistic doesn't take in to account that education (particularly primary education) always holds a much lower bar for male representation. All roles within the Trust are advertised in the same manner, on the same websites (with the exception of leadership posts) and all adverts are always gender neutral.

The national picture is that only 15% of primary school teachers are male – which is representative of our own workforce. A significant proportion of our teaching staff are female, and pay rates amongst males and females are very much aligned due to the national terms and conditions. Additionally, 100% of our Business Managers are female, and almost 70% of our most senior leaders are female. The issue really does come down to the recruitment of males in the roles within the lower quartiles. However, our picture is very much aligned with other multi-academy Trusts and local authority schools.

We are also required to publish information on bonus pay for males and females within the Trust, and work out mean and median gaps in such pay. As an organisation we do not pay bonuses and as such our response to this section will be a nil return.