

## GENDER PAY GAP REPORT

31 March 2024

The Attenborough Learning Trust, in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, is required to publish information to demonstrate how large the pay gap is between our male and female employees.

The overall gender pay gap is defined as the difference between the mean (average) or median (actual midpoint) hourly rate of pay of male and female employees.

The results of these statutory calculations are:

### 1. Mean Pay Gap

The difference between the mean hourly rate of pay that male and female full pay relevant employees receive is **15.9%**

### 2. Median Pay Gap

The difference between the median hourly rate of pay that male and female full pay relevant employees receive is **23.0%**.

**3. Mean Bonus Gap** - No bonuses were paid on the snap shot date.

**4. Median Bonus Gap** - No bonuses were paid on the snap shot date.

### 5. The Proportion of males and females receiving a Bonus Payment

During the 12-month period ending with the snapshot date no bonuses were paid.

### 6. The Proportion of males and females in each Quartile Pay Band

Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
4.5% Male 95.5% Female	4.5% Male 95.5% Female	13.8% Male 86.2% Female	14.8% Male 85.2% Female

## Supporting Statement

The Attenborough Learning Trust is committed to the promotion of equality of opportunity and choice for employees and supports the fair treatment of all staff irrespective of gender through our transparent recruitment processes, pay policy and professional development. All our posts are aligned to nationally agreed pay scales and our male and female staff are paid within the same pay band for the same job role.

17 of the top 20 highest earning employees at the Trust are female as are the top 4 highest earners. Opportunities are open to all staff, as shown by the percentage of women in the top half of all the pay quartiles.

The Gender Pay Gap is a high level, non-adjusted indicator of male and female earnings which is affected by workforce distribution and workforce make-up. As our workforce is predominantly female (91%) the gap between the 'average' female hourly rate of pay and the 'average' male hourly rate of pay is significantly affected. We believe that men and women are paid equally for doing equivalent jobs across the Trust. However, it is clear from the data that we employ more men in higher paid roles (leadership or teaching and predominantly full-time) and fewer men in lower paid roles (teaching assistants, lunchtime supervisors, cleaning, many of which are part-time).

The Annual support staff pay award, which is agreed by unions and the local government employer, has decided to pay a fixed amount of £1,290 for each point on the pay scale. This means that the percentage rise for our lowest paid staff is the greatest, and this will help reduce our gap in the coming year. 95.5% of our lowest earning quartile are female and these employees will see hourly pay increase by as much as 5.8%.

The Trust supports our staff with a number of family friendly provisions such as part time working, which our (predominantly female) employees, including senior leaders, choose to take advantage of.

To reduce the gender pay gap, we are committed to:

- Ensuring all job roles are advertised to eliminate any potential for gender bias, apart from those roles with a genuine reason for requiring a particular gender.
- Appointing the best candidate into the role, regardless of their gender or other factors covered by the Equalities Act.
- Continuing to provide opportunities for female employees to progress through the pay grades.

The overall gender pay gap therefore reflects workforce composition rather than pay inequalities.

I confirm that the above information has been prepared from our payroll data on the snapshot date and fairly represents the Gender Pay Gap information for The Attenborough Learning Trust



Jane Ridgewell - CEO & Accounting Officer