

Excel Learning Trust

Gender Pay Gap Report – 2023/24 Data

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Action required: For information

1 Introduction

1.1 Following the introduction of regulations by the Government Equalities Office, since 2017 employers with 250 or more employees must publish specific figures about their gender pay gap each year, based on a snapshot date of 31 March of the previous year. The data must be published on the employer's own website and on the government's online reporting service. The information which must be published is as follows:

- percentage of men and women in each hourly pay quarter
- mean (average) gender pay gap using hourly pay
- median gender pay gap using hourly pay
- percentage of men and women receiving bonus pay
- mean (average) gender pay gap using bonus pay
- median gender pay gap using bonus pay

1.2 The Trust uses the School Teachers Pay and Conditions pay scales for teachers (MPS, UPS and Leadership) and the National Joint Council (NJC) pay points for support staff across the Trust. The Trust adopts the nationally recommended pay increases for both teachers and support staff.

1.3 The Trust does not make any bonus payments to any employees, therefore this element of gender pay gap reporting is not applicable.

2 Gender Pay Gap Data

2.1 The ELT gender pay gap data for the period including 31 March 2024, compared to our position for the previous two years and the education sector and national averages for 2023/24 reports, are as follows. At the date of this report, 11,096 organisations nationally had reported their 2023/24 gender pay gap data, and 708 education organisations had reported.

	ELT Mar24	SBMAT Mar23	SBMAT Mar22	Education 23/24	National 23/24
Difference in hourly rate of pay – mean	15.2%	16.6%	17.0%	13.74%	12.43%
Difference in hourly rate of pay - median	12.5%	17.9%	14.0%	19.28%	11.50%

Employees by pay quartile

	ELT Mar24	SBMAT Mar23	SBMAT Mar22	Education 23/24	National 23/24
Upper quartile – Male	31.1%	33.75%	29.3%	37.69%	58.60%
Upper quartile - Female	68.9%	66.25%	70.7%	62.31%	41.40%
Upper middle quartile - Male	26.4%	26.25%	24.1%	32.39%	53.57%
Upper middle quartile - Female	73.6%	73.75%	75.9%	67.61%	46.43%
Lower middle quartile - Male	24.3%	21.9%	17.6%	26.51%	49.29%
Lower middle quartile - Female	75.7%	78.1%	82.4%	73.49%	50.71%
Lower quartile - Male	12.2%	16.1%	15.4%	22.33%	45.15%
Lower quartile - Female	87.8%	83.9%	84.6%	77.69%	54.85%

ELT gender profile

Year	Male	Female
March 2024	23.5%	76.5%
March 2023	24.5%	75.5%
March 2022	21.6%	78.4%
March 2021	22.9%	77.1%

Definitions:

Mean – The sum of all the values in a data set divided by the total number of values in the data set.

Median – The middle value of a list of values in a data set.

3 Narrative

- 3.1 The gender pay gap provides a guide to the differential in pay between the Trust’s male and female employees. This data utilises the pay of employees on the ‘snapshot’ date of 31 March 2024.
- 3.2 Included at Appendix 1 is data on each individual school’s gender pay gap. The mean pay gap has decreased in two schools (one primary and one secondary), whilst it has increased in the other four schools. In terms of the median pay gap, this has increased in five schools, but decreased significantly in one school, where it is down to 0%.
- 3.3 Overall, the mean pay differential compared to last year has improved again, and the position in March 2024 is better than the previous 3 years of reporting, as can be seen in the table in section 1. This is positive movement in terms of the Trust’s gender pay gap. The median pay differential has also decreased since last year and this year is now the lowest it has been since March 2021.
- 3.4 The percentage difference in the hourly rate of pay shows that, calculated as mean pay, male employees are paid 15.2% (March 2023: 16.6%) more than our female employees, and when expressed as median pay, male employees are paid 12.5% (March 2023: 17.9%) more than females.

- 3.5 The gender profile of our staff has only slightly changed from the 2023 report; as at 31 March 2024 the split was 23.5% male to 76.5% female. This is a 1% decrease in the number of males employed by the Trust. However, the data still confirms a gender imbalance across the pay grades, which reflects the gender imbalance in employment across the Trust.
- 3.6 When compared with the national data and education specific data, the Trust has a higher percentage of female staff employed in the upper quartile (68.9%) and this is an increase on last year (66.25%). However, the Trust also has a higher percentage of female staff employed in the lowest quartile, and this figure at 87.8% is much higher than nationally (54.85%), and the rest of the education sector (77.69%). These figures can be explained through the higher percentage of female staff the Trust has overall.
- 3.7 The Trust supports equality of opportunity and recognises that there is a gender imbalance across the organisation. We continue to review our recruitment and promotion practices to ensure equal access to job roles across the organisation, that suit an individual's personal needs. This is being achieved by reviewing our practices against the Government Equalities Office documents on closing the gender pay gap and other good practice guidance. It is also important to note that in the Trust's schools, four out of the six Principals/Heads of School are female and there are also a high proportion of senior leaders within the Trust's central team who are also female.
- 3.9 Specific actions we have undertaken, or will be undertaking, in order to address the Trust's gender pay gap, are as follows:
- The introduction of a People Strategy which is committed to recruiting, retaining and developing staff
 - A strategic objective in the Trust's 2024-2026 plan which is specifically around the promotion of flexible working, which will hopefully support more female staff to remain in the profession, and particularly those at a senior level
 - Centralised approval and tracking processes for recruitment and staffing changes, to ensure these are consistent and in line with the Trust's Scheme of Delegation
 - Review of the ELT Pay Policy, including the decoupling of pay and performance for teachers

- We will also be commencing a job evaluation process to ensure support staff employees are paid appropriately and fairly
- The Director of HR has signed up to a CPD session at the next ASCL conference in March on addressing the gender pay gap in education

3.10 Additionally, since September 2021 we have collated equalities data from recruitment candidates to improve our understanding of the application process and develop strategies to improve our data.

4 Next Steps

4.1 As well as the existing and proposed actions outlined above, the Trust can consider the key questions as provided by the Government Equalities Office, to help understand the potential causes of a gender pay gap, as follows:

- Do people get 'stuck' at certain levels within your organisation?
- Is there gender imbalance in your promotions?
- Are women more likely to be recruited into lower paid roles in your organisation?
- Do men and women leave your organisation at different rates?
- Do particular aspects of pay (such as starting salaries and bonuses) differ by gender?
- Do men and women receive different performance scores on average?
- Are you doing all that you can to support part-time employees to progress?
- Are you supporting both men and women to take on caring responsibilities?

4.2 Further information from the Government Equalities Office regarding gender pay gap reporting is at the following links:

https://gender-pay-gap.service.gov.uk/public/assets/pdf/Evidence-based_actions_for_employers.pdf

<https://gender-pay-gap.service.gov.uk/public/assets/pdf/action-plan-guidance.pdf>

Appendix 1

Reporting period	Mar-24	Mar-23	Mar-22	Mar-21		CAR Mar-23		KPS Mar-23		MIL Mar-23		SCA Mar-23		WOO Mar-23		YHS Mar-23
Difference in hourly rate of pay - mean	15.2%	16.6%	17.0%	22.8%		10.1%		11.4%		2.5%		18.0%		33.5%		14.1%
					Mar-23	8.5%		10.9%		7.0%		23.5%		30.2%		12.7%
Difference in hourly rate of pay - median	12.5%	17.9%	14.0%	34.7%		30.5%		5.9%		13.40%		16.6%		0.0%		18.4%
					Mar-23	27.4%		3.2%		14.3%		16.5%		16.0%		16.5%
Distribution of workforce: Female	76.5%	75.5%	78.4%	77.1%		86.1%		83.7%		64.6%		86.7%		95.7%		69.2%
					Mar-23	81.8%		86.5%		67.6%		83.5%		94.2%		65.8%
Male	23.5%	24.5%	21.6%	22.9%		13.9%		16.3%		35.4%		13.3%		4.3%		30.8%
					Mar-23	18.2%		13.5%		32.4%		16.5%		5.8%		34.2%
Lower quartile - Female	87.8%	83.9%	84.6%	85.3%		100.0%		90.5%		80.0%		95.0%		100.0%		85.7%
					Mar-23	100.0%		87.5%		71.1%		90.0%		94.1%		82.9%
Lower quartile - Male	12.2%	16.1%	15.4%	14.7%		0.0%		9.5%		20.0%		5.0%		0.0%		14.3%
					Mar-23	0.0%		12.5%		28.9%		10.0%		5.9%		17.1%
Lower middle quartile - Female	75.7%	78.1%	82.4%	82.8%		77.8%		86.4%		52.5%		95.2%		88.9%		72.2%
					Mar-23	72.7%		87.5%		75.6%		95.0%		100.0%		67.5%
Lower middle quartile - Male	24.3%	21.9%	17.6%	17.2%		22.2%		13.6%		47.5%		4.8%		11.1%		27.8%
					Mar-23	27.3%		12.5%		24.4%		5.0%		0.0%		32.5%
Upper middle quartile - Female	73.6%	73.75%	75.9%	75.4%		88.9%		72.7%		62.5%		76.2%		100.0%		61.1%
					Mar-23	81.8%		83.3%		62.2%		75.0%		88.2%		57.5%
Upper middle quartile - Male	26.4%	26.25%	24.1%	24.6%		11.1%		27.3%		37.5%		23.8%		0.0%		38.9%
					Mar-23	18.2%		16.7%		37.8%		25.0%		11.8%		42.5%
Upper quartile - Female	68.9%	66.25%	70.7%	65.0%		77.8%		85.7%		63.4%		81.0%		94.1%		58.3%
					Mar-23	72.7%		87.5%		31.4%		73.7%		94.4%		55.0%
Upper quartile - Male	31.1%	33.75%	29.3%	35.0%		22.2%		14.3%		36.6%		19.0%		5.9%		41.7%
					Mar-23	27.3%		12.5%		38.6%		26.3%		5.6%		45.0%