

Launceston College
A Multi Academy Trust

Gender Pay Gap Report

Launceston College Multi Academy Trust

March 2022

1.0 INTRODUCTION	3
2.0 EMPLOYEE OVERVIEW	3
3.0 GENDER PAY GAP WITHIN THE TRUST	Error! Bookmark not defined.
How the Trust uses this gender pay gap information	4
Understanding gender pay gap information in the Trust	4
How the Trust is working to reduce the gender pay gap	5
4.0 NARRATIVE	5
5.0 STATEMENT	6

1.0 INTRODUCTION

The Launceston College Multi-Academy Trust is currently comprised of the following schools:

Launceston College, Bideford College, Atlantic Academy, Altarnun Primary School, Egloskerry Primary School and Launceston Primary School.

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, as an employer with over 250 employees the Trust is required to measure and report on the gender pay gap in our organisation. This report uses data captured relating to March 2021.

The requirement is to report on the following 6 measures to identify differences between the average earnings of men and women in our organisation and to use this information to assess (1) the levels of gender equality in our workplace, and (2) the balance of male and female employees at different levels. The six measures are:

Mean gender pay gap in hourly pay	Median gender pay gap in hourly pay	Mean bonus gender pay gap	Median bonus pay gap	Proportion of male and female employees who received a bonus payment	The proportion of male and female employees within each pay quartile
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2.0 EMPLOYEE OVERVIEW

Our gender pay gap information is based on the total number of male and female full-pay employees. This is as follows:

Gender	Total number of full-pay employees
Male	138 (28.16%)
Female	352 (71.84%)

Mean and median information

The table below shows the difference in hourly pay between our male and female employees:

	Mean gender pay gap in hourly pay (+/-)	Median gender pay gap in hourly pay (+/-)	Difference in mean bonus pay (+/-)	Difference in median bonus pay (+/-)
Difference in pay for female employees	-£3.4623 -18.48%	-£7.24481 -40.65%	None paid	None paid

No bonuses were paid to any employees.

Quartile information

The table below shows the number of male and female employees in each quartile pay band, alongside the percentage of male and female employees comprising each quartile.

		Number of employees in each quartile pay band	Proportion of employees in each quartile pay band
Upper quartile	Male	49	39.84%
	Female	74	60.16%
Upper middle quartile	Male	43	35.24%
	Female	79	64.76%
Lower middle quartile	Male	36	29.27%
	Female	87	70.73%
Lower quartile	Male	10	8.20%
	Female	112	91.80%

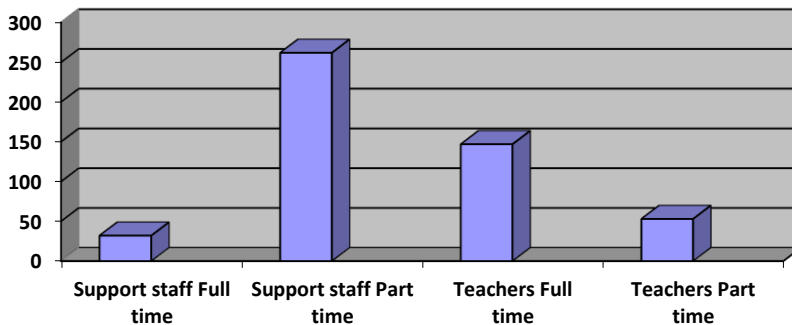
3.0 GENDER PAY GAP WITHIN THE TRUST

How the Trust uses this gender pay gap information

The Trust uses the information about gender pay gap to inform and influence our approaches to equality, recruitment and opportunity to ensure our culture, policies and actions are free of gender bias.

Understanding gender pay gap information in the Trust

When considering the gender pay gap information generated in this report, it is prudent to bear in mind the staffing structure of the Trust. The chart below indicates that there are substantially more part time support staff working within the Trust than any other cohort. This is in line with the work carried out within schools and educational funding. To understand if there is a genuine pay-gap in the Trust, it was considered necessary to investigate the figures further.



Conducting a deeper analysis of the headline figures shows that whilst there is a gender pay gap in the Trust when taken as a whole, the gap fluctuates when the analysis is carried out at a finer level. Looking further at the quartile information identifies the pay differentials.

		Number of employees in each quartile pay band	Average pay of employees in each quartile pay band	Gender pay gap in hourly pay as % of men's pay
Upper quartile	Male	49	£27.74	-4.07%
	Female	74	£28.87	
Upper middle quartile	Male	43	£18.05	4.99%
	Female	79	£17.15	
Lower middle quartile	Male	36	£9.97	0%
	Female	87	£9.97	
Lower quartile	Male	10	£9.05	-0.22%
	Female	112	£9.07	

There is therefore a gender pay gap only in the upper middle quartile, which is predominantly carried out by women. The reasons for this are an area for further investigation but may be due to women taking career breaks or changing roles to more family friendly positions. The gap may be due to the fact that males are stay in post for longer in roles and rising up through the grade accordingly. It could also be an indicator that more men are in roles in these quartiles which are not term time positions.

How the Trust is working to reduce the gender pay gap

The gender pay gap is a high level, non-adjusted indicator of male and female earnings which is affected by both workforce distribution and make up. The Trust will continue to carry out further investigations to identify the cause of the gap identified in this report and work towards eliminating or reducing it in the future.

The Trust will continue to work towards:

- Encouraging part time working and allowing further opportunities for flexible working
- Promoting the family-friendly initiatives offered by the Trust
- Ensuring staff and managers are invested in maintaining a healthy work/life balance
- Ensuring recruitment opportunities and advertising is gender-blind
- Advertising promotion opportunities to all staff
- Promoting professional development at all levels
- Offering a range of well-being benefits to all staff, encouraging retention
- Promoting a well-being culture which, in turn, will result in higher retention of staff

4.0 NARRATIVE

The Launceston Multi Academy Trust is committed to ensuring that there are no inequalities within our workforce, and promoting an inclusive culture which is fostered and promoted throughout the organisation. We are confident that men and women across our organisation are paid equally for doing the same job. This is borne out and supported by our lack of gender pay gap in some areas of our workforce and through our pay policy, which outlines our approach to pay within the Trust, and clarifies that remuneration for positions within the Trust are based on clearly set salary scales and job profiles. Pay scales for teachers are set nationally and not at School or Trust level. Male and female staff are paid within the same pay band for support job roles. This ensures pay is based on the role performed and leaves no opportunity for bias or fluctuations based on gender. Additionally, progression through each scale is based on length of service regardless of gender.

As shown by our total numbers of full pay employees, our trust has a significantly high ratio of women to men. Currently our workforce is 72% female, with a higher number of women than men in every quartile. The lower middle quartile has a large proportion of women working in lower paid, support staff roles, however, as our deep analysis showed, there is no gender pay gap at this level.

The Trust will always need staff to carry out term time support staff duties, which are lower paid when compared to teachers. These roles attract those who either need to support family life by working on a term time basis (often due to childcare needs) or who need flexibility of hours, for example working within school hours. As socio economic trends indicate that a larger proportion of childcare is still carried out by women and as our workforce is predominantly female, we might therefore always carry some level of gender pay-gap when data is analysed school-wide.

We will look to encourage flexible working wherever possible and have invested time in implementing a well-being strategy. The Trust offer a variety of work patterns and a range of benefits to attract a diverse workforce and seek to offer a range of development opportunities and career progression to all. We continue to advertise and recruit fairly and equally and continue to promote an environment that empowers all of our colleagues to succeed.

5.0 STATEMENT

I confirm that Launceston College Multi-Academy Trust's gender pay gap calculations meet the requirements of the Regulations, and is an accurate reflection of the position relating to gender pay in our schools.

Claire Penfold
CEO, Launceston College MAT
March 2022