

Gender Pay Gap Report 2021

The Enlighten 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 19.47% (18.11% in 2020; 20.77% in 2019)

2. Median Pay Gap

The difference between the median hourly rate of pay that male and female full pay relevant employees receive is 23.42% (18.36% in 2020; 29.16% in 2019).

3. Mean and Median Bonus Gap

The Mean bonus gap was 30.49% (8.27% in 2020; 77.31% in 2019) and the median bonus gap was 0 (21.13% in 2020; 17.25% in 2019). The mean gap has increased from the previous year due to a decrease in the number of female staff being paid bonuses. Bonuses continue to be rarely used within the pay structure. There were 4 paid in total in the reporting period. Two were lump sum R&R payments and the other two were honoraria paid to support staff.

4. The Proportion of males and females receiving a Bonus Payment

2.27% of men and 1.27% of women received a bonus payment in the reporting period.

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

Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
9.09% Male 90.91% Female	20% Male 80% Female	24.07% Male 75.93% Female	27.78% Male 72.72% Female

6. The Spread of males and females across each Quartile Pay Band

Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
11.36% of total Males	25% of total Males	29.55% of total Males	34.09% of total Males
28.74% of total Females	25.29% of total Females	23.56% of total Females	22.41% of total Females

Supporting Statement

The Enlighten 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 process, pay policy and professional development. 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.

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. Both the mean and median pay gaps have increased slightly since 2020 but are still lower than they were in 2019.

Overall the Trust has an 79.82% female and 20.18% male workforce. The spread of females across the quartiles is fairly even, with the proportion in the upper quartile remaining stable. There has been a slight increase in the lower quartile (from 26.55% to 28.74%). The male workforce is spread less evenly with three times as many males in the upper quartile than in the lower quartile. This is the major driver of the overall pay gap.

The Enlighten Learning Trust seeks to maximise opportunities for all employees, regardless of gender, through inclusive flexible working and recruitment processes.

The overall gender pay gap therefore reflects the distribution of the male workforce rather than pay inequalities.

Bonus payments are rare within the organisation. There were only 4 bonuses paid in the reporting period so the figures are distorted.

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 Enlighten Learning Trust.

Signed:

A handwritten signature in black ink that reads "Helen M. Carleton". Below the signature is a long, thin horizontal line that tapers to a point on the right side.

Date: 30th March 2022