

Gender Pay Gap Report 2023

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 24.48% (21.97% in 2022, 19.47% in 2021, 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 30.13% (31.21% in 2022, 23.42% in 2021, 18.36% in 2020, 29.16 in 2019).

3. Mean and Median Bonus Gap

This figure is not meaningful as there was only 1 paid in total in the reporting period. Bonuses continue to be rarely used within the pay structure.

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

0% of men and 0.5% 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
8.2% Male 91.8% Female	9.84% Male 90.16% Female	21.31% Male 78.69 Female	28.33% Male 71.67% Female

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

Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
12.2% of total Males	14.63% of total Males	31.71% of total Males	41.46% of total Males
27.72% of total Females	27.23% of total Females	23.76% of total Females	21.29% 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 and locally 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 has increased again since 2022. The median pay gap has decreased slightly since 2022, although it remains higher than in the 3 years prior to that.

This is the first time that employees from St Martin's schools have been included but this has not made a significant difference to the figures reflecting the fact that St Martin's is aligned to the same pay scales.

Overall the Trust has an 83.13% female and 16.87% male workforce. The spread of females across the quartiles is fairly even. The male workforce is spread less evenly with 3.4 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 was only 1 bonus paid in the reporting period (to a female member of staff) so the figures are not reported on.

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:

Date: