

## Gender Pay Gap Report 2024

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 26.3% (24.48% 2023, 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 40.17% (30.13% 2023, 31.21% in 2022, 23.42% in 2021, 18.36% in 2020, 29.16 in 2019).

### 3. Mean and Median Bonus Gap

There were no bonuses paid 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% 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
13.11% Male 86.89% Female	9.84% Male 90.16% Female	26.23% Male 73.77 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
17.02% of total Males	12.77% of total Males	34.04% of total Males	36.17% of total Males
27.04% of total Females	28.06% of total Females	22.96% of total Females	21.94% 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. The mean pay gap has increased again since 2023. The median pay gap has also increased since 2023.

Overall the Trust has an 80.66% female and 19.34% male workforce. The spread of females across the quartiles is fairly even. The male workforce is spread less evenly with 70.21% of men in the upper quartiles. This is the major driver of the overall pay gap.

Of note is that only 12% of the men in the top 2 quartiles and 15% of women in the top 2 quartiles are members of support staff. Teacher pay award for 2023/24 was 6% on all salaries whereas the support staff pay award was weighted towards the lower paid members of staff which will have contributed to the growth in the gender pay gap. This is further compounded by the calculation for the hourly rate which is different for the 2 types of contract and produces an artificially high figure for teaching staff when compared with support staff.

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 across the quartiles and the small proportion of men in support staff roles.

Bonus payments are rare within the organisation. There was no bonus paid in the reporting period

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, appearing to be 'M. S. Jones' or similar, written in a cursive style.

Date: 25/03/2025