



ELSTON HALL

Learning Trust

2021-2022

Gender Pay Gap Report

Overview

From 2017, any employer with a headcount of 250 or more employees are required by law to carry out gender pay gap reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, in order to show the pay gap between male and female employees. The results must be published on our website and reported to a government website (<https://gender-pay-gap.service.gov.uk/>) where the results from other organisations can also be viewed.

We are required to calculate and report on the following 4 areas:

- percentage of men and women in each hourly pay quarter
- mean (average) and median hourly pay gap,
- mean (average) and median bonus pay gap,
- difference in male and female employees receiving a bonus and percentage of males and females within four equal pay quartiles

Data Used

The calculations are based on a snapshot of our employees as at March 2021 using existing payroll records.

Findings

A total of 317 employees were identified during this pay period, of which 22 (7%) are male and 295 (93%) are female.

Percentage of men and women in each quarter by hourly rate are identified as follows:

Quarter	% of male employees	% of female employees
Upper hourly pay quarter	11.11%	88.89%
Upper middle hourly pay quarter	10%	90%
Lower middle hourly pay quarter	3.3%	96.70%
Lower hourly pay quarter	0%	100%

The mean (average) and median hourly pay gap

Mean (average) male hourly rate	£25.21
Mean (average) female hourly rate	£19.27
Mean (average) gender pay gap in hourly rate	23.54%



The median hourly pay gap

Median (middle) male hourly rate	£20.11
Median (middle) female hourly rate	£10.83
Median (middle) gender pay gap in hourly rate	46%

Bonus pay gap – The trust does not process bonus payments.

It should be noted that females are the dominant workforce across all four of the pay quartiles. The Trust have a clear set of job descriptions and salary scales that are applied consistently across the Trust for all leadership, teaching and support staff roles. This ensures that staff are paid at the correct salary for the job they are employed to do.

We are confident that the Trust's gender pay gap is not an equal pay issue as our approach to pay is gender neutral and we use nationally established pay scales based on the School Teachers Pay and Conditions and pay scales set by the NJC for non-teaching staff. However, we will continue to monitor the gender pay gap annually using this platform and take steps to make improvements as appropriate.

Mr Kevin Grayson
Chief Executive
Elston Hall Learning Trust