

The Learning Academy Gender Pay Gap Summary

The Learning Academy Trust (TLAT) is an equal opportunities employer. Our commitment to equal opportunities is supported by our Single Equalities and Recruitment and Selection policies.

TLAT has 406 employees. 369 employees are female (91 %), and 37 are male (9 %). We are a flexible employer, with 45% of female employees and 29% of male employees opting to work part-time.

We use pay scales for all teaching staff. These are aligned with the School Teachers Pay and Conditions Document, which is reviewed annually. Non-teaching staff pay scales are set based on National Joint Council for Local Government Services. Staff can progress through the pay scales based on their performance, irrespective of gender.

No bonuses were paid to any member of staff in the reporting period.

Gender Pay Gap Summary

Full Pay Mean Gender Pay Gap	Full Pay Median Gender Pay Gap	Proportion of Bonus to Males	Median Hourly Rate	
22.5%	42.4%	0.0%	M	F
			£ 14.32	£ 8.24
Bonus Pay Mean Gender Pay Gap	Bonus Pay Median Gender Pay Gap	Proportion of Bonus to Females	Mean Hourly Rate	
0.0%	0.0%	0.0%	M	F
			£ 16.12	£ 12.40

Proportion Full Pay M/F in each Band					
Rate		M	F	M	F
£ -	£ 10.44	12	241	4.74%	95.26%
£10.45	£ 20.31	15	76	16.48%	83.52%
£20.32	£ 35.96	9	48	15.79%	84.21%
£35.97		1	4	20.00%	80.00%

Supportive Statement

When analysing the mean and median hourly rate there is a statistically significant gender pay gap overall, with female employees earning less on average than their male colleagues. However, it is important to note that occupational pay differences between support staff and qualified teachers significantly impacts on this data. This is shown in the proportioned full pay in each banding where 95% of staff in band 1 (below £10.44 per hour) are female and are all employed in support staff roles. The overall pay gap is therefore influenced by the low proportion of males in the lower quartile.

Whilst the majority of employees in the lower quartile are women, the majority of employees in the upper quartile are also female. Across TLAT, there are 27 members of staff on the Leadership pay scale (including Headteachers, Heads of School, Assistant and Deputy Headteachers) and 81% of these are female.

All data has been produced based on March 2017 pay data

When using the same ACAS guidelines to build the report, but breaking this down to the two different contractual systems used, Burgundy book (teachers and school leaders) and Green Book (support staff), the gender pay gap is significantly altered and supports our view that Staff in TLAT can progress through the pay scales based on their performance, irrespective of gender.

Green Book Employees.

Full Pay Mean Gender Pay Gap
-7.8%

Full Pay Median Gender Pay Gap
1.4%

	M	F
Median Hourly Rate	£ 8.13	£ 8.02

	M	F
Mean Hourly Rate	£ 8.35	£ 8.93

Proportion Full Pay M/F in each Band					
Rate		M	F	M	F
£ -	£ 10.44	11	239	4.40%	95.60%
£10.45	£ 20.31	1	27	3.57%	96.43%
£20.32	£ 35.96	0	2	0.00%	100.00%
£35.97		0	0	0	0

Burgundy Book Employees

Full Pay Mean Gender Pay Gap
-10.4%

Full Pay Median Gender Pay Gap
-12.9%

	M	F
Median Hourly Rate	£ 17.98	£ 20.30

	M	F
Mean Hourly Rate	£ 19.85	£ 21.71

Proportion Full Pay M/F in each Band					
Rate		M	F	M	F
£ -	£ 10.44	1	1	50.00%	50.00%
£ 10.45	£ 20.31	14	49	22.22%	77.78%
£ 20.32	£ 35.96	9	46	16.36%	83.64%
£ 35.97		1	4	20.00%	80.00%

Measures

Having considered how specific occupational groupings (e.g. teaching staff, support staff, senior leaders) have contributed to a gender pay gap, the impact of the pay differentials does not appear to give any cause for concern. However, the following recommendations will be actioned:

- Consider how the status of part-time work can be increased, through better job design and other measures to ensure that this does not prevent the progress of such staff to senior posts; access to CPD sessions and team meetings);
- Use exit interviews to identify trends affecting career progression that are linked to equality;
- Continue to ensure our policies are adhered to at all levels throughout the organisation.

