

# Gender Pay Gap Summary

Kernow Learning has a commitment to equal opportunities and this is supported by the Trust's Single Equalities and Recruitment and Selection policies.

On 31st March 2020, Kernow Learning had 745 employees of which 664 (89%) were female, and 81 (11%) were male.

The Trust uses pay scales for all teaching staff. These are aligned to 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.

Full Pay Mean Gender Pay Gap
20.1%

Full Pay Median Gender Pay Gap
45.5%

Proportion of Bonus to Males
0.0%

Median Hourly Rate	M	F
	£ 16.52	£ 8.99

Bonus Pay Mean Gender Pay Gap
0.0%

Bonus Pay Median Gender Pay Gap
0.00%

Proportion of Bonus to Females
0.0%

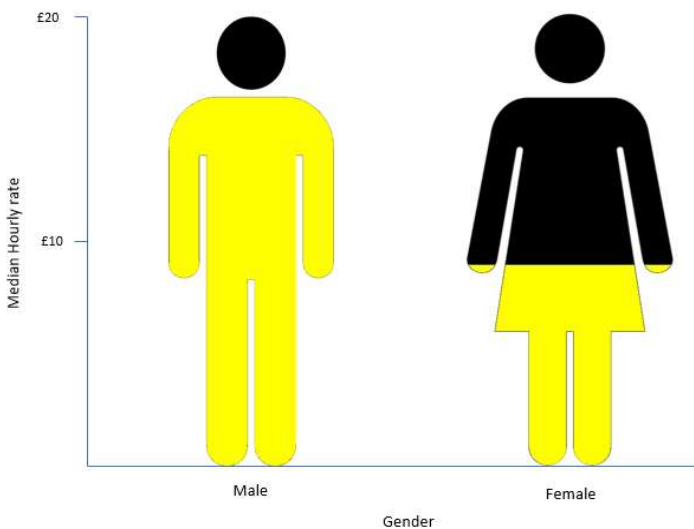
Mean Hourly Rate	M	F
	£ 16.39	£ 12.65

Proportion Full Pay M/F in each Band					
Rate	M	F	M	F	
£ -	£ 8.61	10	119	7.75%	92.25%
£ 8.61	£ 8.99	5	122	3.94%	96.06%
£ 8.99	£ 18.08	15	127	10.56%	89.44%
£ 18.08		16	95	14.41%	85.59%

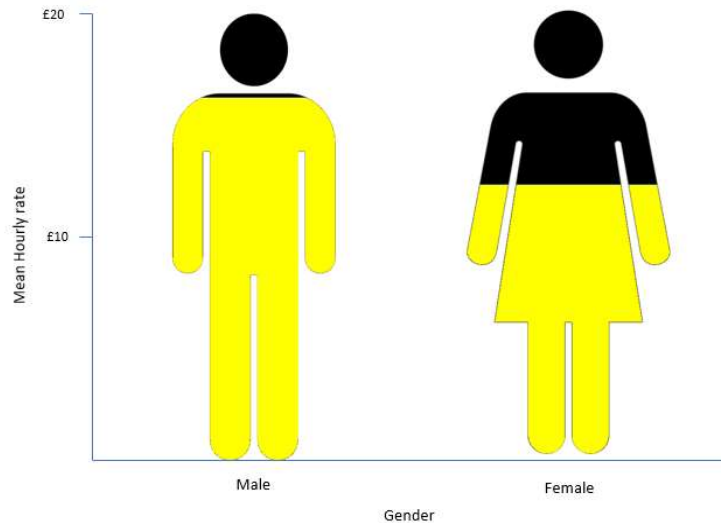
Median Bonus	M	F
	£ -	£ -

Mean Bonus	M	F
	£ -	£ -

Median Hourly Pay



Mean Hourly Pay



## Supporting Statement

### Understanding

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 92.25% of staff in band 1 (below £8.49 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.

Most staff are in the lower payquartiles and the workforce is predominately female therefore the gap between the 'average' female hourly rate of pay and the 'average' male hourly rate of pay is significantly affected. All our posts are aligned to nationally or regionally agreed pay scales and our male and female staff are paid within the same pay band for the same job role. The Trust recruits to oppose gender specific roles and has employees in positions that nationally are considered gender biased. When carrying out a comparison of roles, there is no pay differentiation between male and female employees.

Whilst the majority of employees in the lower quartile are women, the majority of employees in the upper quartile are also female. This is reflective of the overall majority of employees being female and not of gender bias in regards to equal pay.

### 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.

The Trust remains committed to:

- \* Ensuring that recruitment panellists have equality training;
- \* Making sure gender bias plays no part in pay progression and promotion decisions;
- \* Being open to flexible working and job-sharing in schools, including for promoted posts;
- \* Ending discrimination in pay decisions, such as refusing pay progression to teachers who have been on maternity leave;
- \* Monitoring and regulating pay decisions, particularly at academy CEO and headship levels;
- \* Ensuring that Performance Management is open, transparent and objective across all schools in the Trust.

The Trustees will review the data on gender pay gap regularly.