



STATUTORY GENDER PAY REPORT  
2017

## Introduction

This report contains the statutory disclosure of the gender pay gap for Anglian Learning.

All companies with 250 or more employees are now required to publish their gender pay gap under new legislation that came into force in April 2017. Employers have to publish the gap in pay between men and women on both a median basis (pay per hour based on the person “in the middle” of the distribution of pay) and a mean basis (average hourly salary).

In addition employers are required to disclose the distribution of gender by pay quartile – in other words splitting the workforce into four groups based on their pay, and showing the proportion of men and women in each group.

The report also needs to show the proportion of males and females receiving a bonus. Anglian Learning does not pay bonuses and therefore this does not form a part of this report.

Gender pay gap reporting is not indicative of equal pay. Equal pay is about the differences in the actual earnings of men and women doing equal work or work of equal value. Anglian Learning is an equal pay employer.

### The Gender Pay Gap

The Gender Pay Gap is the difference between the hourly rate of pay of male employees and female employees, expressed as a percentage of the hourly rate of the male employees. The Gender Pay Gap is reported on both a mean (average) and median (mid-point on a distribution) basis.

**VS**

### Equal Pay

Equality Act 2010 prohibits paying different amounts to women who are doing like work, work of equal value or work rated as equivalent unless there is a genuine material factor that justifies the difference.

## Mean vs Median

The Gender Pay Gap reporting regulations specifically require both the median and mean to be reported. These metrics are complimentary and illustrate different aspects of the distribution of pay across an organisation.

### The Mean

The mean is an overall average of the whole sample and thus can be subject to the influences of extremely high or extremely low salaries at the top or bottom of the sample. It is therefore more subject to skewing by a small number of salaries in the outer regions of the range.

**VS**

### The Median

The median looks at the central tendency of the market or sample, showing the middle-most salary of a sample in a range.

The reasons behind gender pay gaps are complex. Some of the reasons are likely to be outside the control of the employer.

## The Sample at 30 April 2017

The staff that were considered in the sample comprised of the following in terms of gender:

	Male	Female
<b>Gender Totals</b>	<b>140</b>	<b>362</b>

Anglian Learning Median Gender Hourly Gap %	National Average Median Gender Gap %	Anglian Learning Mean Gender Hourly Gap %	National Average Mean Gender Gap %
26.19	18.1%	12.76	23%

### Proportion of gender in each quartile band

Quartile	Female %	Male %
Lower	73.57	26.43
Lower Middle	81.43	18.57
Upper Middle	66.43	33.57
Upper	62.86	37.14

The average gender mean pay gap nationally is approximately 18.1% and in the education sector (including Further Education establishments) this is even higher at 26.3% (Primary 25.2%, Secondary 23.8%, Annual Survey of Hours and Earnings, Office for National Statistics, October 2017). In relation to the education sector, Anglian Learning has a significantly below average gender pay gap of 12.76%.

The national average for the Median Pay Gap is 23%. The Anglian Learning Median Pay Gap is slightly higher at 26.19%.

## How we are continuing to address the gender pay gap

Anglian Learning believes and promotes an inclusive culture, one where the benefits of diversity are appreciated and welcomed. We welcome applications for posts from different genders; all age groups, black, Asian and minority ethnics; applicants with different sexual orientations, disabilities and who have undergone or are considering gender re-assignment. Applicants are judged on the skills and experience that they are able to bring to the vacancy.

We recognise that it is not sufficient to passively welcome diversity and that a pro-active approach needs to be adopted in order to create an environment which encourages and supports the development and progression of those with different characteristics and from different backgrounds, including gender.

The steps that the Trust are taking in relation to gender diversity in particular are:

1. The Trust will continue to report on the progress of closing the gender pay gap and this will continue to be monitored and challenged by the Trust Board. The Trust is committed to monitoring, measuring and managing diversity across the Trust.
2. The Trust will continue to train staff, trustees and governors on Equality and Diversity, ensure that the language in job adverts is gender neutral and ensure managers resist any unconscious biases.
3. Retention of quality staff is a priority for the Trust and increasingly with the changes in technology, the Trust is able to offer greater flexibility to staff in terms of working arrangements, enabling them to achieve a better work life balance and to continue to achieve their career aspirations through the different stages of their lives.
4. The Trust will promote and develop initiatives which may support females with leadership potential to develop the skills and confidence to apply and be successful in attaining the next step in their career.
5. The Trust will consider initiatives which will support the recruitment of more men into teaching and school support functions as a career choice which will create a more even gender balance at all levels and stages of the career.

Anglian Learning is committed to equal opportunities and promotes diversity within its workforce at all levels. However there are geographical and societal barriers that Anglian Learning is committed to gaining a better understanding of in order to develop strategies to support equal opportunities and diversity.