



STATUTORY GENDER PAY REPORT
2018

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.

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 men and 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.

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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 2018

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

	Male	Female
Anglian Learning	208	645

Gender	Median Gender Hourly Rate	Mean Gender Hourly Rate
Anglian Learning		
Female	13.54	16.32
Male	21.36	20.63

	Median Gender Hourly Gap %	Mean Gender Hourly Gap %
Anglian Learning	36.6	20.9

Bonus Payments

	Proportion	Mean	Median
Female	3.10%	0	0
Male	2.4%	0	0

A higher percentage of females have been awarded bonuses but considering that females make up more than 75% of the workforce, the figure was likely to be skewed towards females. However, the same level of bonus has been paid both to the females and males within the pool.

Comparison with previous year

Proportion of gender in each quartile band

Quartile	Anglian Learning			
	2017		2018	
	Fem %	Male %	Fem %	Male %
Lower	73.57	26.43	79.72	20.28
Lower Middle	81.43	18.57	98.90	1.02
Upper Middle	66.43	33.57	64.79	35.21
Upper	62.86	37.14	64.29	35.71

The sample on 30 April 2017 comprised of 502 staff in total. Due to Anglian Learning expanding and the TUPE of staff from additional schools, staffing numbers have increased to 853, an increase of 70% on the previous staffing levels. This expansion impacts on a true analysis as to whether Anglian Learning's strategies are working or whether the figures have changed due to the inheritance of existing staffing structures within other schools.

Examining the proportion of genders in each quartile band there has been an increase in females in all four bands which demonstrates that recruiting males to teaching careers is still an area that needs addressing. However the increase to the upper quartile in line with the other quartiles demonstrates that women are being promoted into upper management and leadership positions, which is in line with expectations considering that the workforce is female dominated.

Anglian Learning's Median Gender Hourly Gap %		Anglian Learning's Mean Gender Hourly Gap %	
2017	2018	2017	2018
26.19%	36.6%	12.76%	20.9%

Both the Median and Mean hourly gap figures have increased. However, during the reporting year three primary schools joined Anglian Learning, impacting on the figures. Primary schools in particular tend to have a greater % of females working than secondary schools. In addition, most of the roles will be at the lower level of the pay spectrum which may mask any progress Anglian Learning may have made in terms of gender equality within the rest of the schools.

The Mean Gender Hourly Gap can be skewed by a handful of highly paid employees and may not as accurately reflect inequality of pay between genders.

How we are continuing to address the pay gap

Anglian Learning believes and promotes an inclusive culture, one where the benefits of diversity is appreciated and welcomed.

Anglian Learning has taken and will continue to take a pro-active approach to creating an environment which encourages and supports the development and progression of those with different characteristics and from different backgrounds, including gender.

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

1. Anglian Learning has delivered training on Equality and Diversity to staff and further training is under development.
2. Anglian Learning has produced guidance on job advertisements and recruitment templates to support line managers during the recruitment process in ensuring that language in job adverts is gender neutral and to resist any unconscious biases during the recruitment process.
3. Anglian Learning has agreed that where possible schools need to ensure that the recruitment panel and the candidate pool selected for interview is as diverse as possible, whilst still meeting the personal specification for the post.
4. Anglian Learning has agreed that in all advertisements the statement that "Flexible Working arrangements would be considered" to promote the instigation of conversations as to whether working patterns could be adapted to accommodate staff.
5. Anglian Learning is increasing the promotion of family friendly policies to male employees, to support them in taking on family commitments and responsibilities.
6. Anglian Learning is developing stronger relationship with Anglian Gateway, Teaching School Alliance, to develop initiatives which will support leadership potential within the Trust. This bespoke training should support females to develop their skills and confidence to apply and be successful in attaining the next step in their career.
7. Anglian Learning with Anglian Gateway will continue to seek opportunities and initiatives to encourage males to enter the educational sector as a career choice.
8. Anglian Learning with Anglian Gateway are creating initiatives to recruit returners back into teaching careers and schools are being encouraged to sign up to programmes which are designed for returners.
9. Anglian Learning 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's Board. The Trust is committed to monitoring, measuring and managing diversity across the Trust.

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