



Statutory Gender Pay Gap Report

March 2019

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.

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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 2019

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

	Male	Female
Total across Anglian Learning	205	616

Gender	Median Gender Hourly Rate	Mean Gender Hourly Rate
Anglian Learning		
Female	14.01	16.93
Male	22.45	21.15

School	Median Gender Hourly Gap %	Mean Gender Hourly Gap %
Anglian Learning	37.6	20

Bonus Payments

	Proportion	Mean	Median
Anglian Learning			
Female	0%	0	0
Male	0%	0	0

Comparison with previous year

Proportion of gender in each quartile band

Quartile	Anglian Learning					
	2017		2018		2019	
	Fem %	Male %	Fem %	Male %	Fem %	Male %
Lower	73.57	26.43	79.72	20.28	77.72	22.28
Lower Middle	81.43	18.57	98.90	1.02	84.39	15.61
Upper Middle	66.43	33.57	64.79	35.21	70.24	29.76
Upper	62.86	37.14	64.29	35.17	67.94	32.06

Median Gender Hourly Gap Percentage			Mean Gender Hourly Gap Percentage		
2017	2018	2019	2017	2018	2019
26.19	36.6	37.6	12.76	20.9	20.00

Due to Anglian Learning's significant expansion during the period 1 May 2017 to 30 April 2018 the last report was unable to really identify whether the strategies that the Trust was putting in place were having any effect as the figures changed significantly as a result of the transfer of existing staff.

However the reporting period from 1 May 2018 to 30 April 2019 has not involved the acquisition of further schools within the Trust and therefore whilst staffing numbers overall have slightly declined during this period, the sample has been more stable and therefore a comparison with the previous year may have some meaning.

In considering the figures it needs to be put within the context of the educational sector. The Office for National Statistics (ONS) for 2018 reported that in the educational sector the Gender Pay Gap Median was 25.9% and the Gender Pay Gap Mean was 17.3%. Analysis undertaken by Personnel Today published in 2018 has suggested that within the primary and secondary trust these figures tend to be very much higher than other educational establishments, with medians being reported as high as 62.7%. Within Academy Trusts the working environment does tend to appeal to part-time females which may impact on the figures. In comparison with national figures, Anglian Learning's figures are not high considering the industry norms. There is however always an opportunity to improve.

Anglian Learning median hourly gender pay gap of 37.6% increased slightly from 2018 to 2019 by 1%. The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. This means in real terms that the gap between female and males earning at the midpoint of each of their earnings has increased very slightly. However, male staff numbers decreased from 2018 to 2019 by 3, and female staff numbers by 29 members so this may have affected slightly the figures. Considering the quartile information, there are more female staff as a

proportion in the higher quartiles which shows positive steps and the male earning are also more evenly spread through the quartiles, rather than skewed towards the top end, which is also an improvement.

The Mean Gender Hourly Gap has decreased very slightly. The Mean is the overall average and during the last year there have been some successful appointments of females to higher paid posts which may have caused this figure to improve.

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.

This year

The steps that that the Trust has particularly taken this year to improve gender equality and diversity:

- Anglian Learning ensured that the candidates shortlisted for interview of a Principal vacancy within a school consisted of both males and females.
- The Director of HR undertook training on transgender.
- Anglian Learning has started the process of conducting audits on the recruitment process and in particular:
 - Reviewing and recommending that all advertisements in the Trust include 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.
 - Reviewing the composition of the recruitment panels and the shortlisting selection.
- Anglian Learning has adopted and promoted additional family friendly policies such as shared parental leave policy and has granted requests for applications from fathers for shared parental leave.

The Future

Anglian Learning continues to monitor and report on the progress of closing the gender pay gap and this is challenged by the Trust’s Board. The Trust is committed to monitoring, measuring and managing diversity in its entirety across the Trust.

As such future work that the Trust is committed to encompasses:

1. On the completion of Anglian Learning’s intranet and internal training platform to produce equality and diversity training which can and is accessed by the entire workforce.

2. To undertake a staff audit of all diversity characteristics within the workforce so that in the future, reporting on diversity can be broader than purely gender.
3. Anglian Learning will continue to seek opportunities and initiatives to encourage males to enter the educational sector as a career choice.
4. Anglian Learning initiatives to recruit returners back into teaching careers and schools are being encouraged to sign up to programmes which are designed for returners.