



Anglian Learning

Statutory Gender Pay Gap Report 2021

Introduction

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

All companies with 250 or more employees are 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.

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 mean and median can be read together. The closer the two figures, the less skewed the data which indicates that it is likely that both genders are being paid within broadly the same income range.

If the mean is significantly lower than the median then this shows the presence of very low earners for one of the genders.

If the mean is significantly higher than the median then this shows the presence of very high earners for one of the genders.

If the numbers are negative then it would show that male employees were generally paid less than females. If the numbers are positive, as is usually the case, then female employees are generally earning less than male colleagues.

Reasons for the Gender Pay Gap

The reasons behind gender pay gaps are complex, often historical and cultural. Some of the reasons are likely to be outside the control of the individual employer and need initiatives that are linked to the wider occupational sector or to national programmes such as Government initiatives to manage and support the care of dependents.



Figure 1 Chartered Institute of Personnel and Development

The Sample at 30 April 2020

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

	Male	Female
Total across Anglian Learning	223	650

Gender	Median Gender Hourly Rate	Mean Gender Hourly Rate
Anglian Learning		
Female	15.43	17.68
Male	22.24	21.23

	Median Gender Hourly Gap %	Mean Gender Hourly Gap %
Anglian Learning	30.6	16.7

Bonus Payments

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

Part Time Workers

	Full Time Workers	Part Time Workers	%
Anglian Learning			
Female	0%	0	0
Male	0%	0	0

Comparison with previous year

Proportion of gender in each quartile band

	Anglian Learning							
	2017		2018		2019		2020	
Quartile	Fem %	Male %	Fem %	Male %	Fem %	Male %	Fem %	Male %
Lower	73.57	26.43	79.72	20.28	77.72	22.28	73.95	26.05
Lower Middle	81.43	18.57	98.90	1.02	84.39	15.61	85.32	14.68
Upper Middle	66.43	33.57	64.79	35.21	70.24	29.76	72.94	27.06
Upper	62.86	37.14	64.29	35.17	67.94	32.06	65.77	34.23

Median Gender Hourly Gap Percentage				Mean Gender Hourly Gap Percentage			
2017	2018	2019	2020	2017	2018	2019	2020
26.19	36.6	37.6	30.6	12.76	20.9	20.00	16.7

Trend Analysis

Anglian Learning has undergone significant expansion since 2017. In the 2018 reporting year, three primary schools joined the Trust (Bottisham Primary, Fen Ditton Primary and Stapleford Primary). In the 2020 reporting year, Joyce Frankland Academy joined the Trust

The inclusion of new data, affects the ability to make accurate assertions that the improvements are due to the strategies that the Trust are utilising to narrow the gender pay gap. However, the figures for the educational sector for reporting year 2020 were an average of 17.2% mean and 26.7% median (Local Government Association). In comparison to the national averages for education, Anglian Learning has a higher median figure, which suggests that the Trust still has more males proportionally employed in the higher pay brackets and is in line with the quartile figures. However, the Trust's mean gender hourly pay gap is lower than the national average, which suggests that there is less of a differential in terms of the average pay for men and women employed by the Trust.

Previous years' national educational data has suggested that primary schools have significantly higher gender pay gaps than secondary schools. Therefore, Joyce Frankland Academy joining the Trust is likely to have supported the lowering of the Trust's figures from previous years.

Overall, there is has been a slight but positive improvement in the quartile figures with proportionally an increased number of male employees in the lower quartile of pay which is offset by a slight increase also of male employees in the upper quartile. There has been a significant improvement in mean and median figures, but as noted above this may be partially due to a further secondary school joining the Trust.

How we are continuing to address the pay gap

Anglian Learning believes and promotes an inclusive culture, one where the benefits of diversity are 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:

- The majority of recruitment advertisements across the Trust included 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
- The Director of HR is participating in a Equality, Diversity and Inclusivity Working Group across a group of Multi Academy Trusts supported by the Local Government Association.
- Continued to pay full pay to staff on furlough, staff self-isolating and those working flexibly to support caring responsibilities during Covid.

The Future

Anglian Learning continues to monitor and report on the progress of closing the gender pay gap and support and challenge is provided by the Trustees at the HR Committee. 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. Ensuring equality and diversity training is available and accessed by the whole of the workforce by September 2022
2. Reflecting greater diversity in promotional materials
3. Forming a Equality, Diversity and Inclusion Strategy Group
4. Reviewing the scope for more flexible ways of working in education, partly in response to experiences from the Covid-19 pandemic