



# **Gender Pay Gap Report 2023**

## Introduction

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

The gender pay gap is the difference in average hourly pay between the men and women in our workforce.

Since the introduction of the *Equality Act 2010 (Gender Pay Gap Information) Regulations 2017*, All companies with 250 or more employees are required to annually publish their gender pay gap data.

Gender pay gap data is based on employer payroll data from a specific date each year, known as the 'snapshot date'. Employers must publish their data every year within 12 months of the relevant snapshot date. For Anglian Learning, the snapshot date is 31st March each year.

Employers must publish the gap in pay between men and women on both a median and mean basis.

***Median is the middle hourly rate of pay when you arrange your payrates in order from lowest to highest.***

***Mean is the average hourly rate of pay, calculated by adding the hourly pay rate for employees then dividing by the number of employees***

In addition, employers are required to disclose the distribution of gender by pay quartile. This is the percentage of men and women in four equal sized groups of employees based on their hourly pay.

Gender pay gap reporting is not indicative of equal pay. Although related, it is distinct from equal pay. *The Equal Pay Act of 1970* and *the Equality Act 2010* legislated that women and men must receive equal pay if performing equal work in the same employment. Equal pay includes all benefits, bonuses or performance-related salary increases. Anglian Learning is an equal pay employer.

## The Sample on 31 March 2022

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

	Male	Female
Total across Anglian Learning	251	749

	Median Gender Hourly Rate	Mean Gender Hourly Rate
Anglian Learning		
Female	16.3	19.25
Male	22.86	23.52

	Median Gender Hourly Gap %	Mean Gender Hourly Gap %
Anglian Learning	28.7	18.2

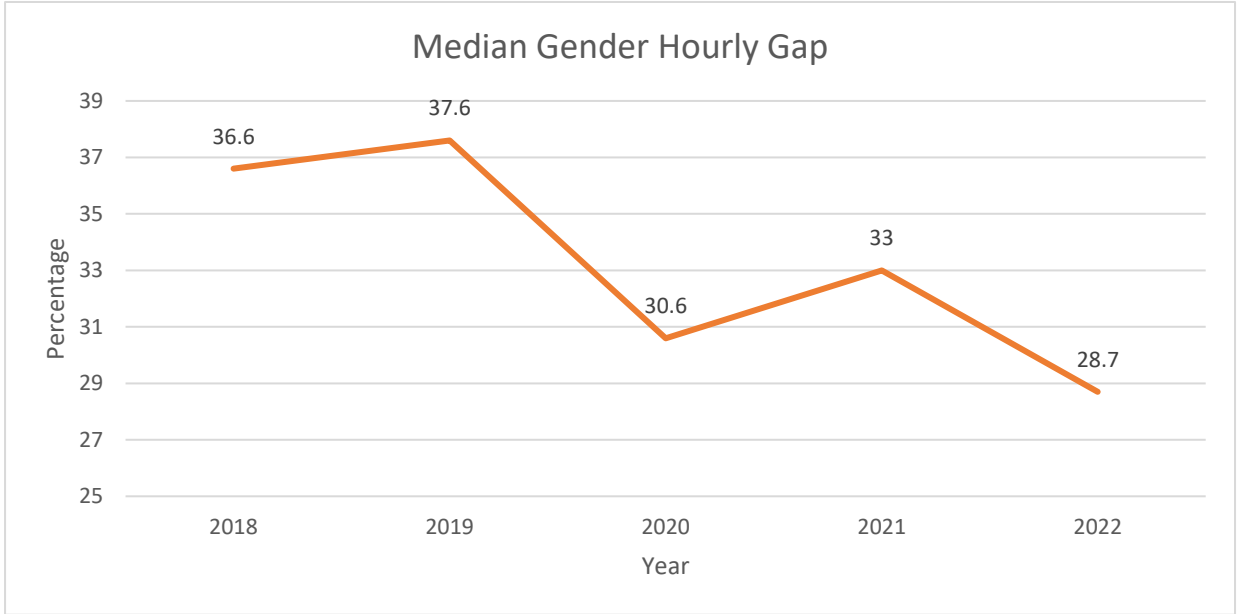
## Bonus Payments

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

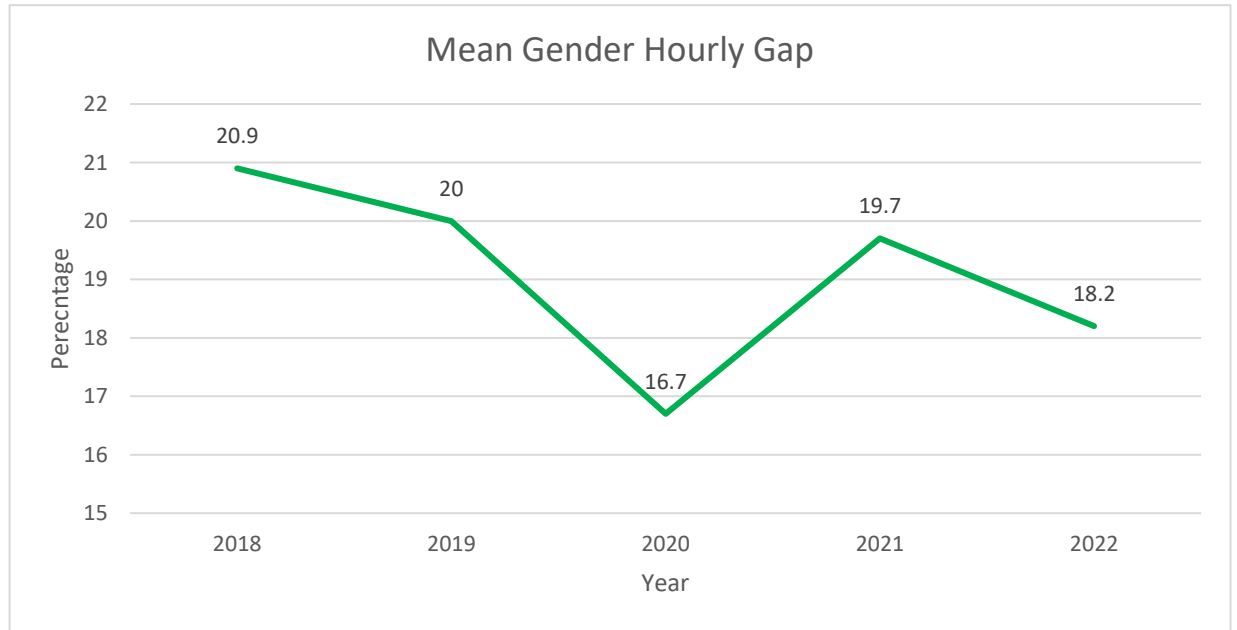
## Comparison with previous years

%	Anglian Learning - <i>Proportion of gender in each quartile band</i>									
	2018		2019		2020		2021		2022	
Quartile	M	F	M	F	M	F	M	F	M	F
Lower	20.28	79.72	22.28	77.72	26.05	73.95	19.08	80.92	23.42	76.59
Lower Middle	1.02	98.90	15.61	84.39	14.68	85.32	12.94	87.06	13.94	86.06
Upper Middle	35.21	64.79	29.76	70.24	27.06	72.94	26.92	73.08	26.19	73.81
Upper	35.17	64.29	32.06	67.94	34.23	65.77	34.84	65.16	37.05	62.95

Median Gender Hourly Gap %				
2018	2019	2020	2021	2022
36.6	37.6	30.6	33	28.7

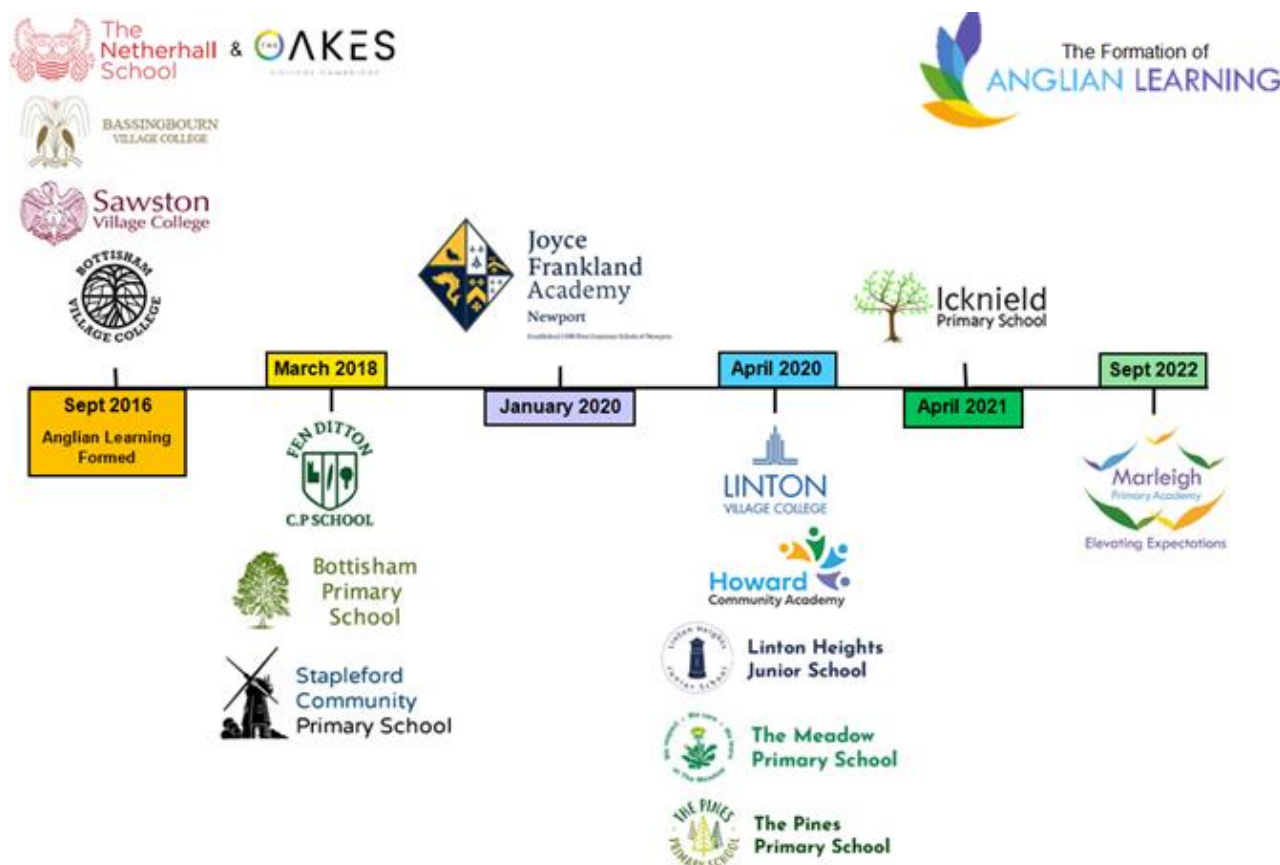


Mean Gender Hourly Gap %				
2018	2019	2020	2021	2022
20.9	20.00	16.7	19.7	18.2



## Trend Analysis

Anglian Learning has undergone significant expansion since its original formation. The Trust is currently made up of 6 Secondary schools and 9 Primary schools, with another primary set to open in Sept 2024. With the continuation of growth, it's likely that it has and will continue to somewhat distort comparative year on year data.



## How we are addressing the pay gap

Anglian Learning has been founded on strong collaborative and trusting relationships, where everybody is committed to sharing their successes, but equally open to new ideas and alternative perspectives. We also firmly believe that our most important resource is our people, and we strive to develop and support all in their career development, as well as providing a caring, friendly environment in which to work.

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, from different backgrounds, including gender.

**This year** - steps that the Trust has taken to improve gender equality and diversity:

## **a. Flexible Working**



The career page of the Anglian Learning website and all relevant recruitment material across the Trust includes the flexible working Logo and strap line 'Happy to talk flexible working'.

All HR contacts have been briefed and sent guidance on the use of the logo and considerations for flexing roles. There is a proactive approach to actively encourage applications, from all backgrounds, with varying home life set up's/responsibilities that cannot always rigidly fit into the 9am-5pm box.

Trust leaders and Heads have all undertaken workshops by HR Director and Author Mandy Coalter, about the benefits of flexible working on recruitment and retention.

## **b. Disability Confident**



Anglian Learning have signed up as a Disability Confident Employer whereby we proactively encourage our leaders and staff to think differently about disability and take action to improve how they recruit, retain, and develop disabled people.

We use the Disability Confident badge on all our job adverts to ensure potential applicants know we are an inclusive employer who provide a fully accessible recruitment process.

We actively aim to identify and address any barriers that may prevent or deter disabled people from applying for our vacancies and we ensure people involved in the recruitment process are conversant with Disability Confident and know how to support disabled applicants.

## **c. Inclusive Environment**

Anglian Learning provide an environment that is inclusive and accessible for all. Access is not only about meeting the needs of people with physical impairments, but also about meeting the needs of people with, for example, sensory impairments or learning disabilities. An inclusive environment works better for everybody, whether disabled or not.

We are upskilling HR contacts on areas such as Neurodiversity, Menopause, Shared Parental Leave, Unconscious Bias and more to ensure maximum understanding of how best to support the needs of employees facing difficulties and requiring adjustments. This will support them to continue with their role effectively.

## **d. Trust wide Strategy Groups**

### **Equality, Diversity & Inclusion**

Attended by a selection of Heads and Deputies from across the Trust and a representative from the Central HR Team, this group aims to plan and implement a number of strategies to embed EDI as a golden thread through all that we do as a Trust year on year. Currently objectives are based around the Curriculum, Culture, People and Leadership & Governance.

## People, Culture and Wellbeing

Looks at staff survey and focus groups which help to inform policy creation and improve staff engagement.

### e. Apprenticeships

We are actively focusing efforts on increasing our apprenticeship cohorts. We must pay into the apprenticeship levy fund, so we need to ensure we are utilising these funds effectively and in a timely manner.

As such we are collaborating with several apprenticeship providers and have created some promotional material to share with Senior Leaders and then roll out to the wider staff. This is an opportunity to 'grow our own' talent and ensure we offer a great employee experience. We are also actively encouraging the upskill of existing staff via the apprenticeship levy fund. All to support with the retention of great employees.

## The Future

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

We need to ensure that we are effectively recruiting, retaining, and supporting women to move into leadership roles in our schools and Trust. This must be underpinned by ensuring that women employees are valued appropriately and remunerated equitably for the work that they do.

As such future work that the Trust is committed to further investigating and implementing:

1. Remove the previous/current salary field from all application forms.
2. Continue to utilise skills-based assessment tasks in recruitment and not rely on interviews alone. Whilst we are confident that most are completing this, we need to ensure this process is embedded trust wide.
3. Ensure Salary banding is on ALL recruitment materials moving forward and be open to negotiations within this banding.
4. Introduction of a new Trust wide recruitment System called 'My New Term'. This will facilitate a process whereby all recruitment material is managed for compliance and free from any gendered perceptions and/ or biases that might inadvertently lead to a less diverse field of applicants.
5. Introduction of a sabbatical policy which supports staff to have short-term career breaks whilst being able to return to work at the same level of seniority.
6. Roll out of Equality & Diversity and Unconscious Bias training to all staff across the Trust and incorporated into new staff inductions.
7. Review and plan actions to retain more women leaders following maternity leave.

8. As a heavily female dominated sector, we want to give better consideration/ promotion to women's health/menopause policies.
9. Provide greater support to help mitigate some of the systemic barriers to flexible working opportunities for all roles, including senior leaders. We want to proactively address this through practical measures such as improving the opportunities for flexible working and ensure family responsibilities are a normalised part of a successful career rather than a barrier, for men and women.
10. Encourage men and women to better share caring responsibilities, including greater promotion of paternal leave and shared parental leave.
11. Review all policies to ensure gender neutral language where appropriate.
12. Promoting, enabling, and supporting leadership at all levels to flourish in individual schools and across the Trust via high quality professional development and the introduction of career pathways.



**Jonathan Culpin**  
**Chief Executive Officer**