



# **Gender Pay Gap Report 2024**

## 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:**

**The middle hourly rate of pay when you arrange your payrates in order from lowest to highest. *This figure is less affected by a small number of exceedingly high earners and can provide a more typical picture of the pay gap in an organisation.***

### **Mean:**

**This is the average hourly rate of pay, calculated by adding the hourly pay rate for employees then dividing by the number of employees. *The mean considers all earnings, so it can be influenced by a small number of exceedingly high earners.***

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 2023

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

	Male	Female
<b>Total across Anglian Learning</b>	<b>287</b>	<b>823</b>

	Median Gender Hourly Rate £	Mean Gender Hourly Rate £
<b>Anglian Learning</b>		
<b>Female</b>	<b>15.61</b>	<b>21.84</b>
<b>Male</b>	<b>19.83</b>	<b>24.13</b>

	Median Gender Hourly Gap %	Mean Gender Hourly Gap %
<b>Anglian Learning</b>	<b>21.3</b>	<b>9.5</b>

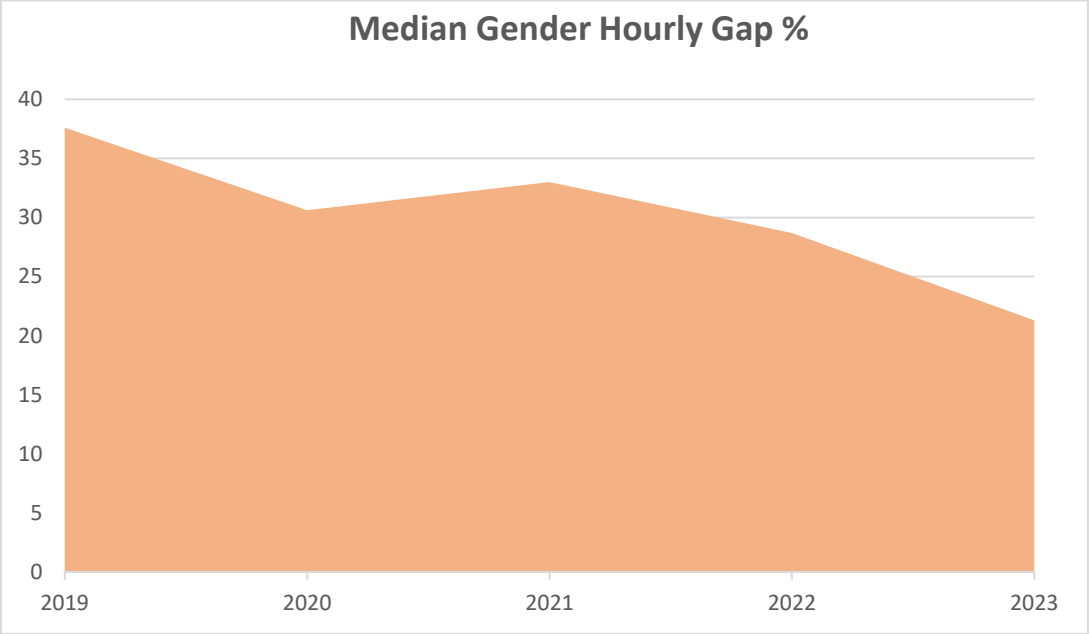
## Bonus Payments

	Proportion	Mean	Median
<b>Anglian Learning</b>			
<b>Female</b>	<b>0%</b>	<b>0</b>	<b>0</b>
<b>Male</b>	<b>0%</b>	<b>0</b>	<b>0</b>

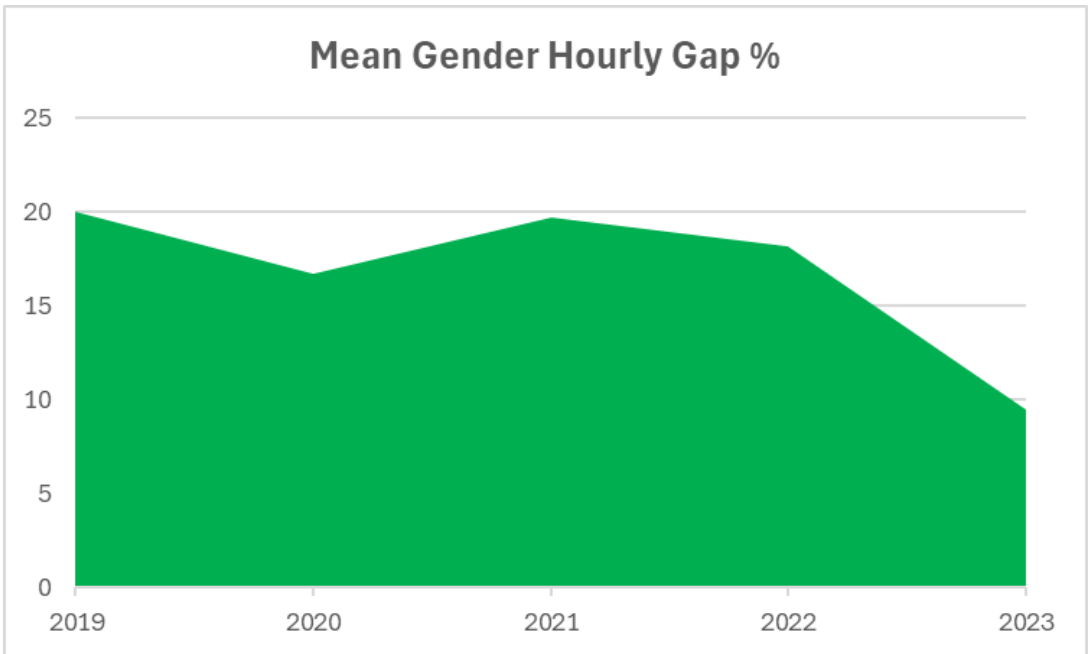
## Comparison with previous years

%	Anglian Learning - <i>Proportion of gender in each quartile band</i>									
	2019		2020		2021		2022		2023	
Quartile	M	F	M	F	M	F	M	F	M	F
Lower	22.28	77.72	26.05	73.95	19.08	80.92	23.42	76.59	26.91	73.09
Lower Middle	15.61	84.39	14.68	85.32	12.94	87.06	13.94	86.06	15.42	84.58
Upper Middle	29.76	70.24	27.06	72.94	26.92	73.08	26.19	73.81	25.46	74.54
Upper	32.06	67.94	34.23	65.77	34.84	65.16	37.05	62.95	35.65	64.35

Median Gender Hourly Gap %				
2019	2020	2021	2022	2023
37.6	30.6	33	28.7	21.3

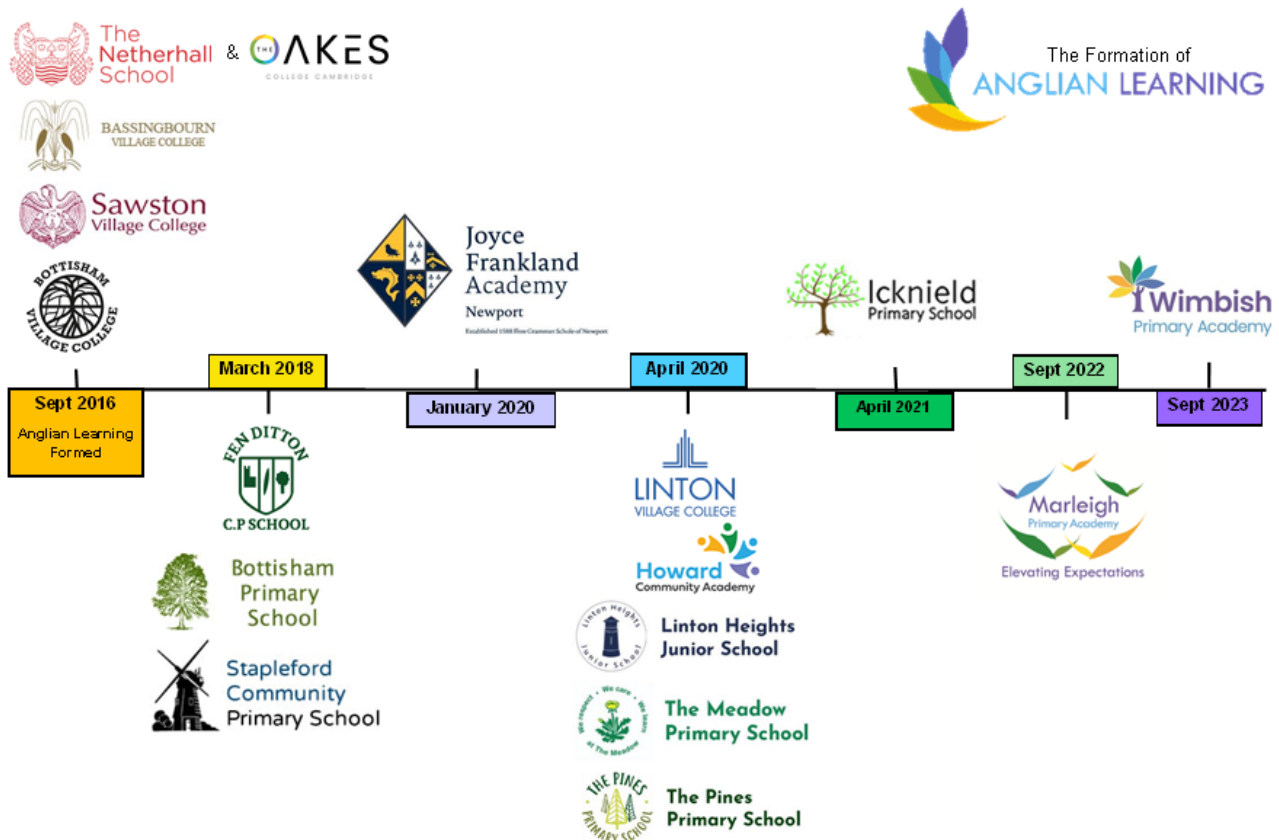


Mean Gender Hourly Gap %				
2019	2020	2021	2022	2023
20.00	16.7	19.7	18.2	9.5



# Trend Analysis

Anglian Learning has experienced substantial growth since its inception, reflecting our commitment to providing quality education across a widening network of schools. As of 2023, the Trust comprises 6 Secondary schools and 10 Primary schools, including Wimbish Primary Academy, welcomed in September 2023. We anticipate the opening of another primary school, initially planned for September 2024, delayed until 2025. This ongoing expansion, while enhancing our educational impact, brings complexities in maintaining uniformity in our data, particularly when making year-on-year comparisons.



Considering the context of our growing Trust, our data over the last five years demonstrates a consistent and encouraging downward trend in the gender pay gap within Anglian Learning:

**The Median Gender Hourly Gap has shown a notable reduction, decreasing from 37.6% in 2019 to 21.3% in 2023.**

**Similarly, the Mean Gender Hourly Gap has more than halved, falling from 20% in 2019 to 9.5% in 2023.**

These figures are not just numbers; they are a testament to the effectiveness of our dedicated efforts towards achieving gender pay equity. The significant decrease in both median and mean gender pay gaps reflects the success of our initiatives, detailed below.

However, we are mindful that the journey towards complete gender pay parity is ongoing. The reduction in the pay gap is a positive indicator, but it also serves as a reminder of the continuous need for vigilance, commitment, and innovative strategies to address systemic issues. We recognise that closing the gender pay gap is a complex challenge that requires sustained effort and dedication. Anglian Learning remains committed to this endeavour,

recognising that our work will not only benefit our current staff but also set a precedent for future generations within our Trust.

## How we are addressing the pay gap

Anglian Learning continues to thrive on the foundation of strong collaborative and trusting relationships, where sharing successes and embracing new ideas and diverse perspectives are at the heart of our ethos. We reaffirm our belief that our people are our most valuable asset. Our commitment to their career development and well-being remains unwavering, as we strive to provide a supportive, nurturing, and friendly work environment.

We remain steadfast in our belief and promotion of an inclusive culture, one that recognises and celebrates the advantages of diversity. In 2023 we launched our new ambitious people strategy to ensure Anglian Learning is actively engaged in fostering a workplace environment that not only accommodates but also champions the growth and advancement of individuals from varied backgrounds and characteristics, including gender. Our proactive approach in nurturing this inclusive environment is a testament to our ongoing commitment to diversity and equality across all levels of our Trust.

While the specific figures of the gender pay gap provide valuable insights, they are not the sole focus of our efforts. The primary goal of Anglian Learning is to acknowledge and celebrate the substantial achievements and progress made over time through our various initiatives. Our commitment to fostering an inclusive and equitable workplace transcends beyond numbers, as we continuously strive to implement meaningful changes that positively impact our entire educational community.

In the past year, we have implemented several initiatives to address gender equality and diversity:

### a. Flexible Working



We continue to emphasise the importance of flexible working options, as demonstrated by our ongoing use of the 'Happy to talk flexible working' logo on our website and job adverts. This visible commitment serves as a clear indication to potential and current employees of our dedication to accommodating a variety of work-life balance needs and schedules.

Our HR teams are actively engaging with Heads across the Trust to explore and implement more innovative ways to flex roles. This collaboration aims to broaden the scope of flexibility in our workplaces, ensuring that a diverse range of working patterns can be accommodated to suit the unique circumstances of each employee. This approach not only supports our staff in managing their personal and professional responsibilities more effectively but also enhances our ability to attract and retain a talented and diverse workforce.

### b. Disability Confident



As we approach the milestone of renewing our Level 2 status as a Disability Confident Employer, Anglian Learning remains deeply committed to fostering an inclusive and supportive work environment for disabled individuals. This commitment is embedded in our

proactive approach to encourage our leaders and staff to adopt a progressive mindset regarding disability, and to continuously improve our practices in recruiting, retaining, and developing disabled employees.

In alignment with our Disability Confident Employer status, we continue to proudly display the Disability Confident badge across all our job adverts. This serves as a clear signal to potential applicants of our commitment to inclusivity and our dedication to providing a fully accessible recruitment process.

### **c. Inclusive Environment**

Anglian Learning is passionate about its commitment to provide an environment that is both inclusive and accessible to all. We recognise that inclusion extends beyond physical accessibility, encompassing the needs of individuals with sensory impairments, learning disabilities, and other diverse requirements. Our aim is to create a workplace that is not only accommodating for those with disabilities but also enhances the working experience for all staff members.

Recently, we have taken significant strides in addressing specific areas of employee well-being and support. This includes the successful launch of our Menopause Policy, an important step in acknowledging and addressing the needs of our workforce. Coinciding with this, we inaugurated our first Menopause Café, a pioneering initiative designed to offer a supportive space for open discussion and peer support regarding menopause-related topics. The positive reception of this event has led us to plan subsequent cafes, with the vision of establishing a robust, employee-led peer support network.

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

#### **People, Culture, and Wellbeing Group**

This newly restructured group, embodying the diversity of our workforce, includes members from a wide range of roles and levels within the Trust. It is dedicated to enriching the overall workplace environment by attentively addressing the needs and preferences of our staff. A key current initiative for the group involves a collaborative effort to refine and implement our Trust's vision. This endeavour aims to ensure that our vision accurately represents our core values and mission, resonating with all members of our community as Anglian Learning continues to expand and evolve.

#### **Recruitment and Retention Improvement Network**

A new addition to our strategy groups is the Recruitment and Retention Improvement Network, which falls under the People, Culture, and Wellbeing Group. This network plays a crucial role in enhancing our recruitment strategies, processes, and materials to attract and retain top talent. It aims to provide a consistent and engaging candidate experience and promote Anglian Learning as an employer of choice. The network's composition, including representatives from various roles and departments, ensures a broad spectrum of perspectives and ideas.

#### **Professional Development Group**

In parallel, our Professional Development Group focuses on the professional growth and skill enhancement of our staff. This group is instrumental in identifying and facilitating development opportunities that align with the career aspirations and competencies of our employees.



## e. Apprenticeships

As Anglian Learning continues to grow, so too does our commitment to enhancing our apprenticeship initiatives. We are intensifying our efforts to maximise the effective utilisation of our apprenticeship levy funds. Our emphasis is not just on bringing in new talent but also on offering upskilling opportunities to our current staff, to aid employee retention and development.

We continue to engage with strategic opportunities to elevate the Anglian Learning brand and to meet with potential candidates, encouraging applications from diverse backgrounds and across all genders for roles throughout the Trust. This initiative reflects our inclusive approach and our commitment to fostering a diverse and skilled workforce.

## The Future

As we look towards the future, a significant project underway at Anglian Learning is the implementation of a comprehensive new HR and payroll system. This major initiative, launching in April 2024, represents a transformative step in streamlining and enhancing our HR and payroll processes, reflecting our commitment to efficiency and employee support.

### Update on Achievements of Our Past Plans:

1. Removal of Previous/Current Salary Field: This field has been removed from all application forms to ensure fair and equitable salary practices.
2. Introduction of 'My New Term' Recruitment System: Successfully implemented as an interim solution, this system has been a significant step in improving our recruitment process.
3. Enhanced Equality & Diversity Training: Now a mandatory part of training for all new employees, complemented by a comprehensive Trust-wide induction. Gender balanced interview and shortlisting panels implemented for all roles.
4. Introduction of Menopause Policy: Our new policy, along with support measures from our EAP, including CBT for managing symptoms, marks a significant step towards supporting women's health.
5. Improved Family Leave Offerings: As part of our ongoing efforts to support family responsibilities, we have improved our leave offerings, to be included in our new Family Leave Policy.

### Current Plans for the Future:

In our ongoing efforts to enhance the management and transparency of our internal processes, Anglian Learning is excited about the implementation of a new HR and payroll system, set to go live in April 2024. This advanced system will provide us with access to more robust and detailed data, enabling us to better analyse and report on key metrics, including the gender pay gap. This technological upgrade is a significant step towards more accurate

and efficient data handling, allowing us to leverage insights for more informed decision-making and strategic planning.

Addressing the gender pay gap is a multifaceted challenge that requires a comprehensive and sustained approach. Here are some additional strategies that Anglian Learning plan to work on to further support the reduction of the gender pay gap:

1. **Promotion of Gender-Neutral Language in Policies:** Our ongoing review aims to ensure that all our policies are inclusive and gender-neutral.
2. **Promoting Leadership and Professional Development:** We are expanding our CPD initiatives, including further work to embed the newly introduced initiative of a coaching culture, so far rolled out to senior and middle leaders, to foster professional growth at all levels.
3. **Conduct Regular Pay Audits:** Regularly analyse pay data to identify any discrepancies or trends in gender pay differences. This will help in understanding where the gaps are most significant and in devising targeted strategies to address them.
4. **Encourage uptake of Family Leave:** Promote the uptake of the varied elements of leave available to employees. This can help in balancing childcare responsibilities and challenging traditional gender roles.
5. **Improve Job Descriptions and Advertisements:** Ensure that these use gender-neutral language and do not unconsciously discourage applications from women or other employee groups.

## Summary

As we conclude this year's report, it is clear that Anglian Learning has made significant strides in our journey towards gender pay equality. Our ongoing initiatives, demonstrate our unwavering commitment to creating a fair and equitable workplace for all our employees.

We have made notable progress, as evidenced by the reduction in both the median and mean gender pay gaps over the past five years. However, we recognise that there is still work to be done. Our future plans are aimed at not just reducing the gender pay gap, but also at fostering a culture of inclusivity and equality.

We are grateful for the support and commitment of our staff, leaders, and Trustees in these endeavours. As Anglian Learning continues to grow and evolve, we remain fully committed to ensuring that our Trust is not only a place of excellent education but also a beacon of equity and diversity in the workplace.

Together, we look forward to building on our achievements and continuing our efforts to create an environment where every member of our team can thrive and contribute to their fullest potential.

**Jonathan Culpin**

**Chief Executive Officer**