



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 2024

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

	Male	Female
Total across Anglian Learning	279	796

	Median Gender Hourly Rate £	Mean Gender Hourly Rate £
Anglian Learning		
Female	17.64	20.65
Male	20.27	23.18

	Median Gender Hourly Gap %	Mean Gender Hourly Gap %
Anglian Learning	13.4%	10.87%

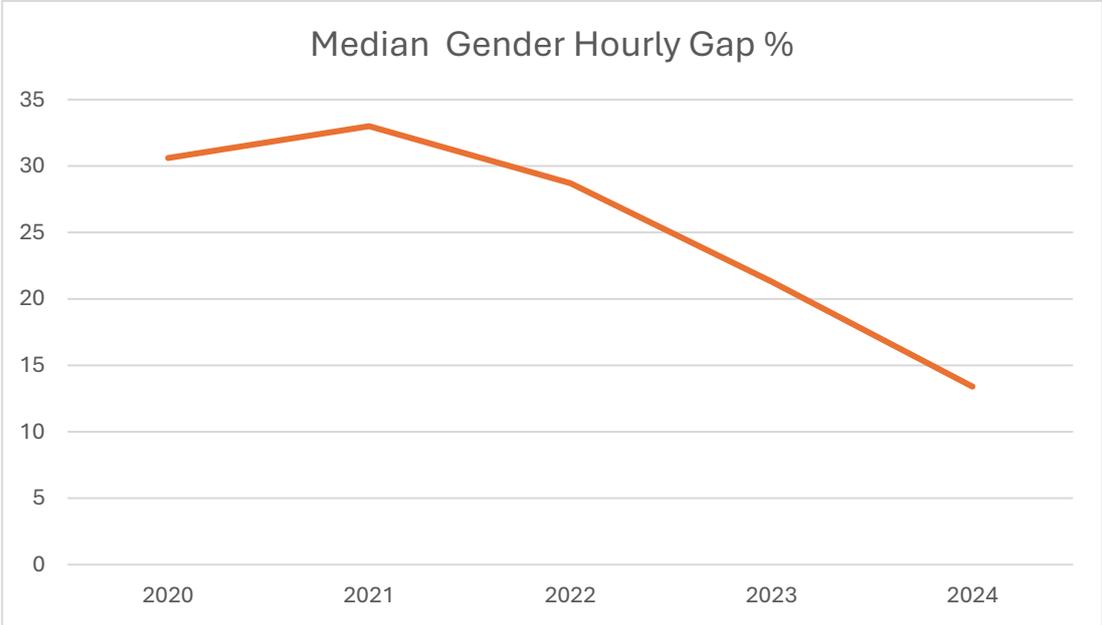
Bonus Payments

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

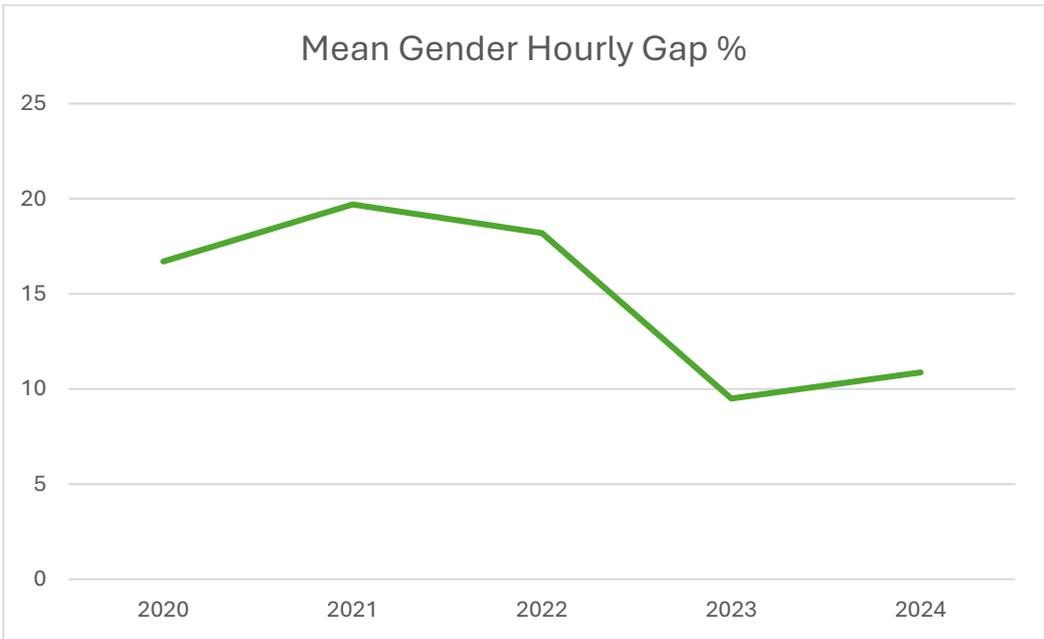
Comparison with previous years

%	Anglian Learning - <i>Proportion of gender in each quartile band</i>									
	2020		2021		2022		2023		2024	
Quartile	M	F	M	F	M	F	M	F	M	F
Lower	26.05	73.95	19.08	80.92	23.42	76.59	26.91	73.09	30.57	69.43
Lower Middle	14.68	85.32	12.94	87.06	13.94	86.06	15.42	84.58	14.39	85.61
Upper Middle	27.06	72.94	26.92	73.08	26.19	73.81	25.46	74.54	26.58	73.42
Upper	34.23	65.77	34.84	65.16	37.05	62.95	35.65	64.35	32.47	67.53

Median Gender Hourly Gap %				
2020	2021	2022	2023	2024
30.6	33	28.7	21.3	13.4%

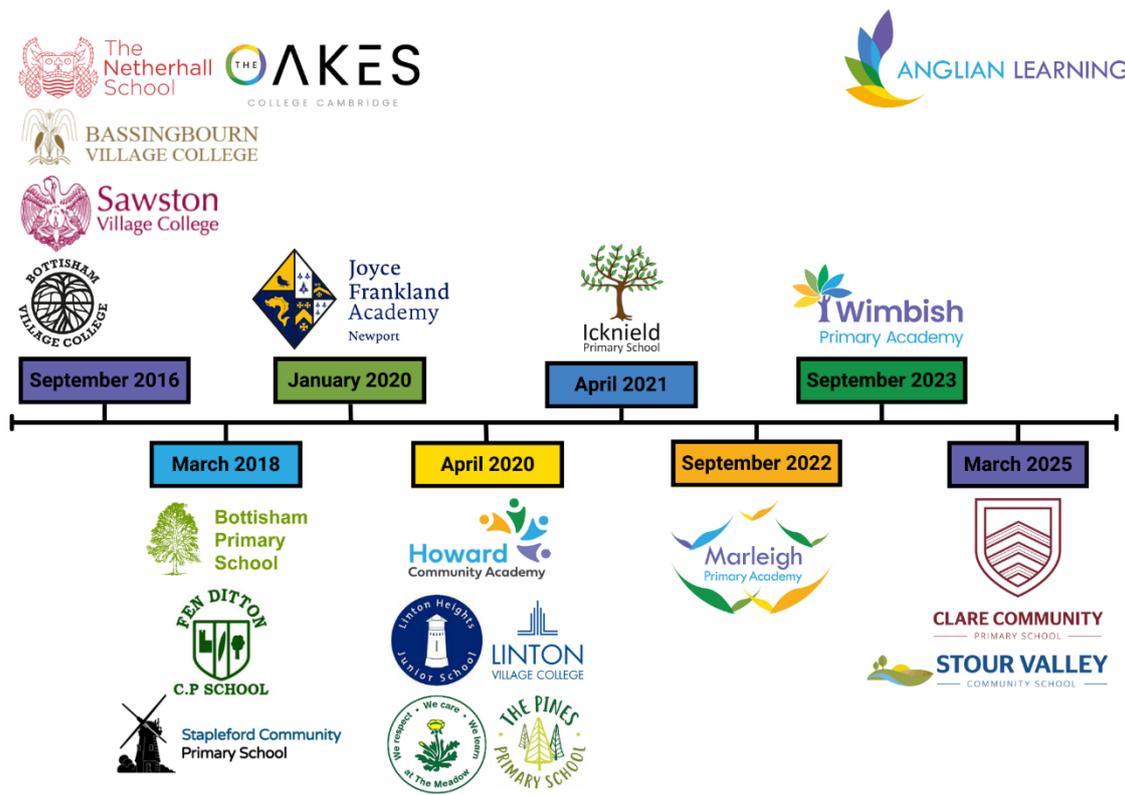


Mean Gender Hourly Gap %				
2020	2021	2022	2023	2024
16.7	19.7	18.2	9.5	10.87



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 2024, 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 2026 along with 2 schools (1 secondary and 1 primary school) joining on 1 March 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 30.6% in 2020 to 13.4% in 2024.

The Mean Gender Hourly Gap has fallen overall from 16.7% in 2020 to 10.87% in 2024 albeit this was a slight increase from 9.5% in 2023.

The median gender pay gap has significantly decreased, from 21.3% in 2023 to 13.4% in 2024. This suggests a positive trend toward greater equality in the distribution of pay across genders. The reduction of 7.9 percentage points indicates that more women are being represented in higher-paying positions, or that pay disparities at the midpoint of the pay scale have reduced.

The mean gender pay gap slightly increased, from 9.5% in 2023 to 10.87% in 2024. While this uptick could indicate some persistence of higher pay disparities for top earners or a widening gap at the higher end of the pay spectrum, it is important to note that the mean is more influenced by extreme values, which can distort the overall picture.

While the median gender pay gap shows a notable improvement, the mean gender pay gap has seen a slight increase. This suggests that while progress is being made in reducing the pay gap for the majority of employees (as reflected in the median), there may still be challenges in achieving full equality at the top end of the pay scale. Continued efforts to address both structural inequalities and representation in leadership roles are necessary to further close both the median and mean gender pay gaps.

We acknowledge 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 will continue to address the pay gap

- Use our People, Culture and Wellbeing group and employee networks focused on gender equality, where employees can share experiences, challenges, and suggestions for addressing the gender pay gap.
- Utilise pulse surveys and staff surveys to inform policy development and offer feedback for continuous improvement.
- Ensure employees do not experience career setbacks after taking family leave, which can disproportionately affect women and contribute to the gender pay gap by having proactive career and flexible working conversations.
- Following the development and launch of the new Anglian Learning Pay Policy removing ambiguity around how pay is determined, and progression is achieved, ensuring pay decisions are centrally moderated, and free from bias.
- HR Business Partners will be actively involved in school-level workforce and recruitment planning to ensure diversity and equity in hiring practices.

Summary

Anglian Learning remains steadfast in our belief and promotion of an inclusive culture, one that recognises and celebrates the advantages of diversity. This year, as in previous years, 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.

Caroline Newman



Director of People

Jon Culpin



Chief Executive Officer