



# Gender Pay Gap Report

2021

## **Introduction**

In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 all employers of 250 employees or more should publish their gender pay gap. This should not be confused with Equal Pay which is the statutory right for men and women to be paid the same for completing work of equal value. The Gender Pay Gap is a review of the average earnings between men and women within an organisation. Learn@ MAT reached the threshold of 250 employees as at 31 March 2021.

## **Pay at Learn@ MAT**

Learn@ MAT use pay scales for teaching staff in line with the pay rates set nationally as contained in the School Teachers' Pay and Conditions document. For the majority of support staff, we use the pay scales set by the NJC (National Joint Council for Local Government Services). Our teachers progress through the teacher pay scales based on a thorough and robust annual performance management process, meaning that earnings are based on successful performance outcomes irrespective of their gender. Support staff also have a robust performance appraisal process in place and move through their pay scales on an annual basis irrespective of gender.

## **Gender Pay Gap Reporting**

In line with Government guidance this report is based on the number of contracts held at the snapshot date and therefore as required all calculations incorporate employees holding multiple contracts. To ensure our average hourly rate calculations are accurate employees holding multiple contracts have been counted in accordance with the number of contracts held rather than as a single member of staff.

The data in this report reflects the Trusts position as of: 31 March 2021  
As at 31 March 2021, the Trust had a Headcount of: 326

The Trust was comprised of 3 special academies and 2 alternative provisions.

## **Commentary**

Learn@ MAT are committed to equality, diversity and inclusion and to reducing any gender pay gap.

We are a flexible employer and a significant number of our employees take up this flexibility and are employed part-time. In common with the education sector roles in state schools and academies, Learn@ MAT employ more female staff than male staff. We recognise that our workforce is predominantly female due to the flexibility of part time and term time only roles that are available. Whilst this will impact on the average salaries, given the nature of our sector it is also a factor that influences the decision of applicants and staff retention.

The percentage of females in the lower quartile is significantly influenced by all of the Academies within the Trust having in house catering teams and 2 of the 5 Academies having in house cleaning teams and there being mainly female staff in these roles. In addition the admin teams within all of the Academies have predominantly female members of staff.

Learn@ MAT are confident that men and women are paid equally for doing equivalent jobs across the Trust and that any gender pay gap reflects the workforce composition within our organisation and the salaries that these roles attract rather than pay inequalities.

### **Declaration**

I confirm that the above information has been prepared from our payroll data on the snapshot date and fairly represents the Gender Pay information for Learn@ MAT.

**Signed:**

**Jen Southall, CEO**

# Our Gender Pay Gap at a glance

## 31 March 2021



### Gender Pay Gap in hourly pay

Mean	14.9%
Median	7.6%

### Employee breakdown

Female	Male
64%	36%

### Bonuses

No bonuses were paid during the year.

### Percentage of employees by quartile

