

Gender Pay Gap Reporting

Organisations must comply with the regulations for any year where they have a 'headcount' of 250 or more employees on 31 March each year. Public sector organisations have up to a year to publish this data. For example, March 2019 data had to be published by 31 March 2020. Due to the Coronavirus outbreak, the Government Equalities Office (GEO) and the Equality and Human Rights Commission (EHRC) suspended enforcement of the gender pay gap deadlines for this reporting year (2019/20), but organisations are encouraged to continue reporting if they can.

The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings. For example, 'women earn 15% less than men per hour'.

There are six basic calculations,

1. The mean gender pay gap
2. The median gender pay gap
3. The mean bonus gender pay gap
4. The median bonus gender pay gap
5. The proportion of males and females receiving a bonus payment
6. The proportion of males and females in each quartile band

Organisations also need to provide a written statement confirming that the calculations are accurate. This must be signed by an appropriate senior person, such as a director or Chief Executive.

The narrative will help people to understand the organisation's view of why a gender pay gap is present and what it intends to do to close it.

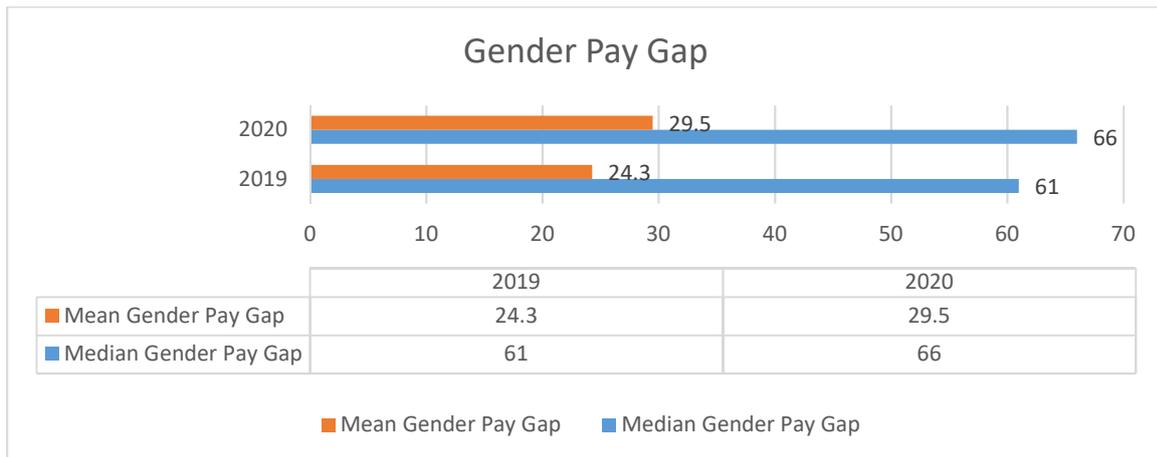
Information must be published somewhere accessible on the organisation's website and on the designated government website.

Statement

Eden Learning Trust (ELT) has a commitment to fairness and gender equality, and to addressing any barriers to opportunity that may be contributing to its gender pay gap.

For 2019/2020, ELT used data from the "snapshot" date of 31 March 2020. The data therefore only includes the three original schools that formed the Trust in 2018 i.e. Ferryhill Business and Enterprise College, Woodham Academy and Chilton Academy.

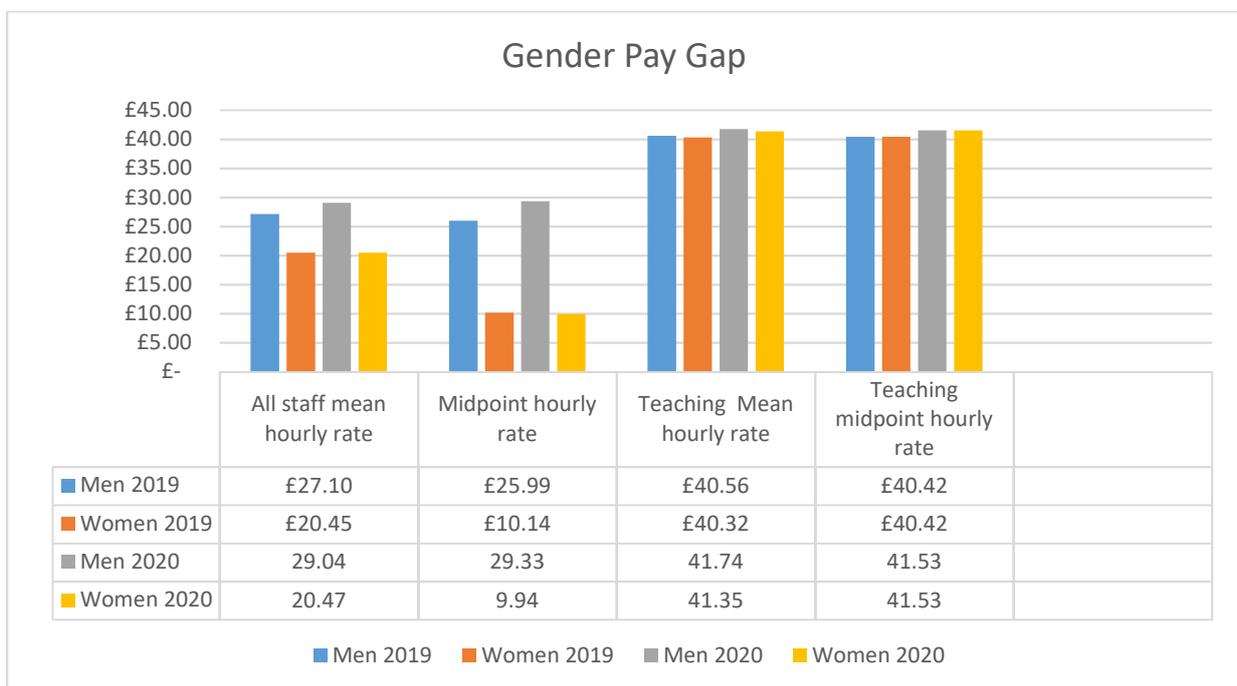
The figures have been reached using the mechanisms that are set out in the gender pay gap reporting legislation.



The mean and median gender pay gaps show differences of 29.5% and 66% respectively - a widening compared with 2019. Women are more likely to work part time, and many of the jobs that are available across the UK on a part-time basis are relatively low paid.

The schools within ELT employ their own lunchtime supervisory, catering and cleaning staff who are remunerated at the lower grade bands. All of these staff within the Trust are currently women, which has a significant influence on the gender pay gap figures. Other organisations within the same sector have similar findings.

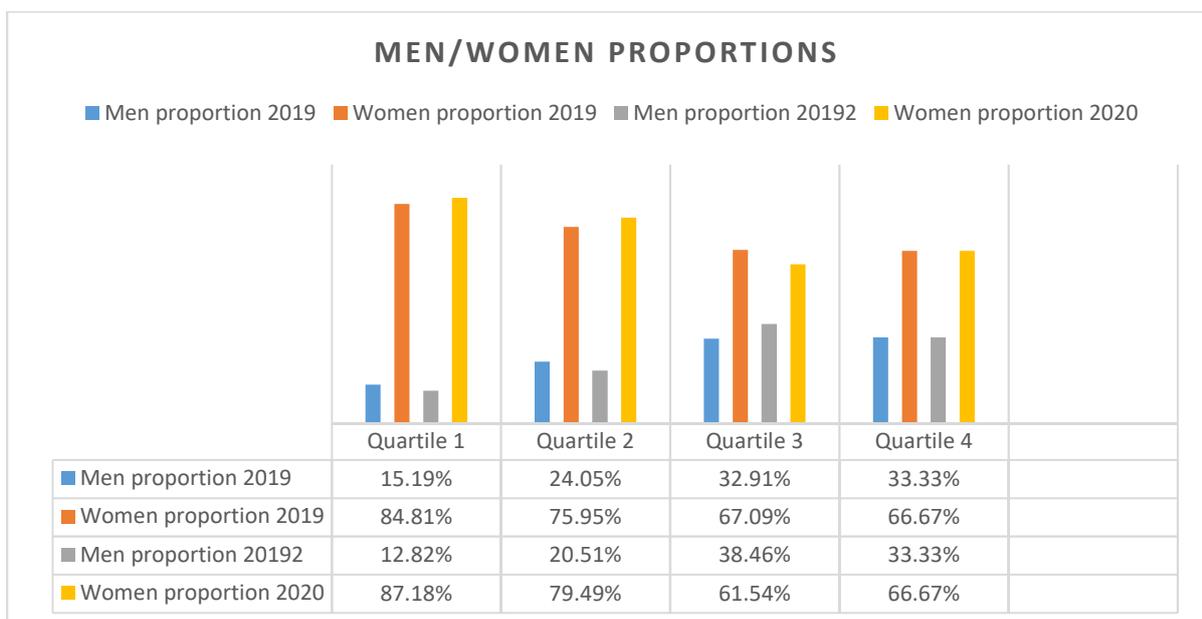
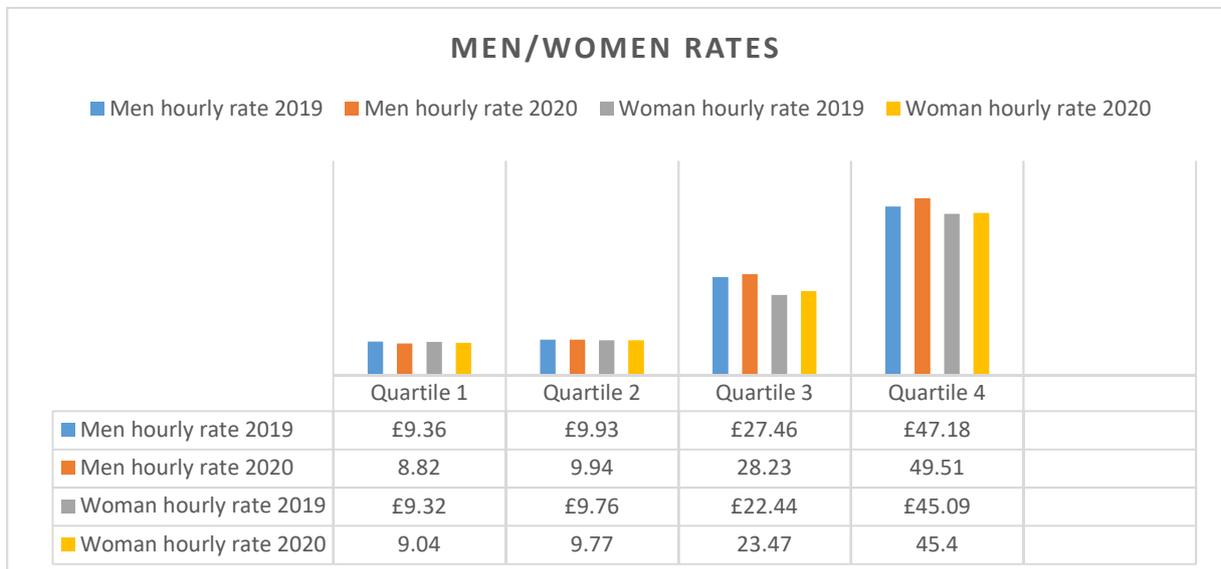
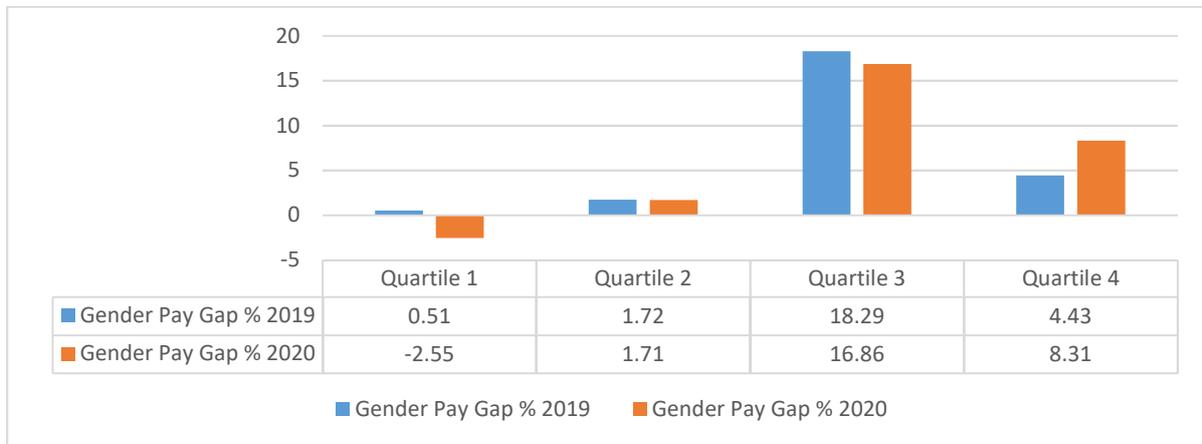
When figures are calculated for teaching staff only, the mean gender pay gap is less than 1% and the median gender pay gap is zero.



Quartiles are where an organisation is split into four equally sized sections of employees based on their hourly earnings (including bonuses) and then the gender split is recorded.

Within the third quartile, the gender pay gap has narrowed slightly to 17%. Of the 30 men in this quartile, a larger proportion (63%) are in relatively higher paid teaching posts. This compares with only 23 women teaching posts of the 48 women (48%) i.e. within this quartile there is a greater percentage of women in relatively lower paid support staff roles.

Retirement of the female Headteacher at Woodham Academy (replaced by a male Headteacher) along with another departure of a more senior female member of staff (for promotion elsewhere) has caused the overall and the teaching gender pay gaps to increase during 2019/2020.



Future Developments

The gender pay gap would be narrowed if more men applied for roles in quartiles 1 and 2.

The gap will be narrowed if more women are placed in senior positions.

The impact of addition of other schools to the Trust will be shown in the data for 2020/2021.

I confirm that the published data is accurate.



..... (CEO)11.09.2020.. (Date)