



# Pendle

Education Trust



# Pendle Education Trust

## Gender Pay Gap Report 2024

### Introduction

This report provides information that the Pendle Education Trust is required to provide regarding its Gender Pay Gap under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The gender pay gap is the difference between average (mean and median) earnings of men and women across the trust across all roles and job types. This differs from equal pay which is a requirement that people are paid equally for work of equal value. The trust are confident that men and women receive equal pay for equal work

The gender pay gap calculations are based on payroll data drawn from trust records, these form the basis of six difference indicative sets of figures are calculated to show the trust gender pay gap. The six set of figures calculated and reported are:

1. The mean gender pay gap
2. The median gender pay gap
3. The proportion of men and women according to quartile pay bands
4. The mean gender bonus gap
5. The median gender bonus gap
6. The proportion of men and women who receive a bonus

As the trust do not make bonus payment calculations 4, 5 and 6 are not reported on here

Snapshot Date **31 March 2024**

### Difference in mean and median hourly rates of pay

	DIFFERENCE IN THE MEAN HOURLY PAY		DIFFERENCE IN THE MEDIAN HOURLY PAY	
	March 24	March 2023	March 24	March 2023
Pay gap. % difference male to female	20.2%	24.3%	29.9%	34.2%

### Proportion of male and female employees according to quartile pay bands

Quartile	Male (% males to all employees in each quartile)		Female (% females to all employees in each quartile)	
	March 2024	March 2023	March 2024	March 2023
QUARTILE 4 (UPPER)	27% (24)	28.4% (25)	73% (65)	71.6% (63)
QUARTILE 3 (UPPER MIDDLE)	23.6% (21)	22.5% (20)	76.4% (68)	77.5% (69)
QUARTILE 2 (LOWER MIDDLE)	21.3% (19)	22.5% (20)	78.7% (70)	77.5% (69)
QUARTILE 1 (LOWER)	5.6% (5)	6.7% (6)	94.4% (85)	93.3% (83)

### Supporting Statement



On the snapshot date 370 people were employed, and 81.1% were female. There were 357 full pay relevant employees on the snapshot date, 80.7% of these were female. In the Trust, the majority of staff are female and part time and term time roles are occupied predominantly by female members of staff. Lower paid roles such as welfare, teaching assistants and cleaners are also dominated by females. This is likely to be because females shoulder the burden of caring responsibilities, and these roles offer the flexibility and hours to support those responsibilities.

'Schools' Week' states that Education has the third highest gap among all sectors, with trusts making up nearly half of the 50 large UK employers with the biggest gaps. In 2023 the gender pay gap in education was 24.6% (ONS Annual survey of hours and earnings 2023), in 2023 the Trust had a figure of 24.3%. This year it is 20.2%, so although the Trust's gap is bigger than the national gender pay gap for all employees of 14.8%, it is still lower than average for the education sector.

The median gender pay gap at the Trust has narrowed since the previous year to 29.9%, as has the mean at 20.2%. The Trust pays the real living wage for lower paid roles and supports flexible working from the first day of employment. Hybrid and flexible working requests are encouraged at all levels. At recruitment adverts state that they will consider applicants who want part time/flexible working. Applications are anonymised to avoid any discrimination including gender.

To narrow the gap further we may need to explore how to encourage more men into support roles as well as look at more flexible working options for more senior roles, in particular emphasising this at recruitment stage and encouraging recruiting managers to think outside the box in terms of flexibility. There are cases of uncommon types of flexible working at senior levels being successful at the Trust including CEO and CFO. Further work is planned to broaden the number of roles that work flexibly.

I can confirm that the information published here is accurate.

Signature:  A Ghidotti-Gibson

Date: 28<sup>th</sup> February 2025

Status/position: Chief Executive

