



Pendle Education Trust

Gender Pay Gap Report 2023

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 is 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 does not make bonus payment calculations 4, 5 and 6 are not reported on here



Snapshot Date: 31 March 2022

Difference in mean and median hourly rates of pay

	DIFFERENCE IN THE MEAN HOURLY PAY		DIFFERENCE IN THE MEDIAN HOURLY PAY	
	March 2022	March 2021	March 2022	March 2021
Pay gap. % difference male to female	22.6%	27.6%	42.7%	47.4%

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 2022	March 2021	March 2022	March 2021
QUARTILE 4 (UPPER)	28.2% (24)	26.0% (20)	71.8% (61)	74.0% (57)
QUARTILE 3 (UPPER MIDDLE)	23.3% (20)	27.3% (21)	76.7% (66)	72.7% (56)
QUARTILE 2 (LOWER MIDDLE)	25.6% (22)	18.2% (14)	74.4% (64)	81.8% (63)
QUARTILE 1 (LOWER)	3.5% (3)	3.9% (3)	96.5% (83)	96.1% (75)



Supporting Statement

On the snapshot date 343 people were employed, and 79.9% 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 continue to have additional external caring responsibilities, and these roles offer the flexibility and hours to support these responsibilities.

Schools Week states that Education has the 3rd highest gender pay gap amongst all sectors and in 2021 the gender pay gap in education was 26%. The Trust had a similar figure in 2021 and this year it is 22.6%, so although the Trust's gap is bigger than the national gender pay gap for all employees of 14.9%, it is below the current published rate of 26%.

The gender pay gap at the Trust has narrowed since the previous year by approximately 6%. 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 most adverts state the Trust will consider applicants who want part-time/flexible working. Applications are anonymised to avoid any discrimination including gender. The Trust is currently updating equality and diversity monitoring to include any caring responsibilities and flexible working to understand the workforce profile better and then explore how to best support and retain all staff. The Trust used an inset day to consider flexible working and had an education speaker to explore the benefits of flexible working.

To narrow the gap further the Trust may need to explore how to encourage more men into support roles as well in addition to looking at more flexible working options for more senior roles, in particular emphasising this at recruitment stage and encouraging recruiting managers to think 'outside of the box' in terms of flexibility. There is already good practice in the core Trust team with the Chief Executive, HR Manager and Strategic Marketing and Development manager all working on a part-time and/or term-time basis. Some Trusts have female-only leadership programmes supported by flexible working and this is being considered. Post-pandemic there is an increased interest in flexible working from all members of staff and this could support lower-paid roles being more attractive to male and female workers alike. The Trust wishes to build on already strong foundations for flexible working and wellbeing support to help narrow the gender gap further.

I can confirm that the information published here is accurate.

Name: Anita Ghidotti-Gibson
Status/position: Chief Executive
Date: March 2023

