



Pendle
Education Trust

Gender Pay Gap Reporting

March 2022

Pendle Education Trust

Nelson and Colne College, Scotland Road, Nelson, BB9 7YT

Tel 01282 440 249 Email contact@pendleeducationtrust.co.uk

Company Registration Number: 08263591

Place of Registration: England and Wales



Gender Pay Gap Reporting

Introduction

This report provides information that the Pendle Education Trust is required to provide regarding the 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 proportion of men and women according to quartile pay bands
2. The mean gender pay gap
3. The median gender pay gap
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



1. The proportion of men and women according to quartile pay bands

This calculation looks at the workforce divided into four equal sized quartiles based on hourly pay rates and show the proportion of men and women in each quartile

Quartile	Men	Women
Upper hourly pay quarter	26.0% (20)	74.0% (57)
Upper middle hourly pay quarter	27.3% (21)	72.7% (56)
Lower middle hourly pay quarter	18.2% (14)	81.8% (63)
Lower hourly pay quarter	3.9% (3)	96.1% (75)

2. The mean gender pay gap

This calculation is the difference between the arithmetical mean hourly pay rate for male employees and the arithmetical mean hourly pay rate for female employees:

2021: 27.6%

3. The median gender pay gap

The calculation is the difference between the median (midpoint) hourly rate for male employees and the median (midpoint) hourly rate for female employees

2021: 47.4%

Background Information

- Across the Trust 309 people were employed on the snap-shot date
- 251 of the 309 people employed on the snap-shot date were female (81.2%)
- Females employees make up the majority of staff across all quartiles of the Trust
- The trust gender bonus gap is 0% as no bonuses are paid across the Trust

Conclusion

The part-time and term-time roles in the Trust are more appealing to female applicants than males.

The lower paid roles, such as welfare assistants, teaching assistants and site cleaners are more appealing to female applicants, with the majority of these roles applied for and filled by female applicants. The majority of these roles are part-time and term-time.

At a more senior level within the Trust the males and females are more equally represented. The Trust has and will continue to encourage male and female applicants for all roles at all levels, offering and encourage flexible working opportunities and a positive work-life balance. There are positive role models for flexible working at all levels of the Trust including in the Executive Team.





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