



## Agora Learning Partnership Gender Pay Gap Report for 2023

Under the Equality Act 2010 (Gender Pay Gap Information) the Agora Learning Partnership is required by law to publish an annual gender pay gap report. The gender pay gap is a high-level snapshot of pay within an organisation and shows the difference in the average pay between all men and women in the organisation's workforce.

This is the report for the snapshot date of the 31 March 2023. The report summarises data on all individuals that meet the definition of an employee given in the Equality Act 2010. This is an extended definition, which includes employees and some self-employed people who have to personally carry out the work they do.

### Number of employees

The number of employees in the Trust at the snapshot date was 383. This is marginally lower than on the 2022 snapshot date (31<sup>st</sup> March 2022) when there were 401 employees. Of the total workforce, 90.5% were women and 9.5% were men. These proportions are slightly higher than the prior year.

### Proportion of males and females in each pay quartile

Quartile Pay Bands	<i>Lower Quartile</i>	<i>Lower Middle Quartile</i>	<i>Upper Middle Quartile</i>	<i>Upper Quartile</i>
Number in Quartile	96	96	96	95
No. Male Quartile	5	3	16	14
No. Female Quartile	95	98	84	86
Male	5%	3%	16%	14%
Female	95%	97%	84%	86%

<i>Mean Gender Pay Gap</i>	18.3%	<i>Median Gender Pay Gap</i>	38.6%
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The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The figures show that the mean gender pay gap for the hourly rate increased from 18.2% in 2022 to 18.3% in 2023. There was also a small decrease in the median gender pay gap for the hourly rate from 38.7% in 2022 to 38.6% in 2023. This is likely to be due to a larger reduction in female staff in the lower quartiles compared to men.



In the lower quartile, the number of males has decreased from 6 to 5; the number of females remains at 95.

In the lower middle quartile, there was no change in the number of males; the number of females has increased from 97 to 98.

In the upper middle quartile, the number of males has increased from 13 to 16; the number of females has dropped from 87 to 84.

The number of males in the upper quartile has increased from 12 to 14 and the number of females has reduced from 88 to 86. This is primarily due to the increase in the number of female staff on maternity leave in March 2023.

Percentages year on year can fluctuate because they are significantly impacted by the small number of males in the organisation (reflected nationally in primary education); minor changes in male pay can impact significantly on percentages.

The Trust is confident that the changes in the gender pay gap are reflective of changes in the workforce from 2022 to 2023.

## Context

Under the law, men and women must receive equal pay for:

- the same or broadly similar work
- work rated as equivalent under a job evaluation scheme
- work of equal value

The Agora Learning Partnership is committed to equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear Equal Opportunities Policy and evaluates job roles and pay grades as necessary to ensure fair structure and pay across the organisation. Pay scales are based on national models (although pay points allocated vary across some areas due to TUPE protections). The Trust is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the composition and distribution of the organisation and the roles in which men and women work and the salaries that these roles attract.

Across the UK as a whole, the education sector attracts and employs more women than men. As the data in the tables above indicates, the majority of the Trust's workforce is female. Furthermore, in the Agora Learning Partnership, as in the whole of the primary education sector, there are many part-time support roles in each school.



## What is the Trust doing to address the gender pay gap?

The Agora Learning Partnership is committed to doing all it can to reduce any gender pay gap. In determining employees' pay, the Trust takes note of local and national agreements. The Trust's recruitment and pay procedures are underpinned by robust policies including:

- Equal Opportunities Policy
- Pay Policy for School Based Staff
- Appraisal Policy for School Based Staff
- Pay and Appraisal Policy for Central Staff
- Flexible working policy

The Trust Board reviews its policies regularly to ensure compliance and also monitors the impact and effectiveness of the policies. The Board considers the Trust's gender pay gap data annually and uses the findings to inform any required amendments to policy, practice and procedure.

Actions agreed for 2024/2025 include:

- Develop a Trust-wide 'diversity, equity and inclusion' strategy, underpinned by information detailed within the Equality Statement, with input from a broad range of representatives (children and adults) in order that ongoing improvements in relation to the diversity, equity and inclusion agenda are secured, including in relation to the gender pay gap (if appropriate)
- Implement standardised job descriptions and related person specifications to ensure equity in roles and responsibilities between all staff, including in respect of gender; also, ensure there is equity in the delivery of roles Partnership-wide – for example, in relation to working hours or release time to carry out specific responsibilities
- Provide clarity with regards to the professional development pathways (Agora Avenues) on offer to all staff; once launched, track the impact on staff to ensure these are supporting equitable continuing professional development opportunities for all staff.

I, Rebecca Daulman, Chief Executive Officer, confirm that the information in this statement is accurate.