

Herts for Learning Multi Academy Trust

Gender Pay Gap Report for 2019

Under the Equality Act 2010 (Gender Pay Gap Information) the Herts for Learning Multi Academy Trust (HfL MAT) 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 31st March 2019. The report summarises data on all individuals that meet the definition of an employee given in the Equality Act 2010.

Please note, the Trust's name changed to the Agora Learning Partnership (ALP) following separation from its sponsor organisation, Herts for Learning Ltd, on 1st September 2019. Further information about the separation can be found on the ALP website.

Number of Employees

The number of employees in the Trust at the snapshot date was 427. This is slightly lower than on the 2018 snapshot date (31st March 2018) when there were 452 employees. Of the total workforce, 93% were women and 7% were men. These proportions are unchanged from those of 2018.

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	107	106	107	107
No. Male Quartile	7	9	3	11
No. Female Quartile	100	97	104	96
Male	6.54%	8.49%	2.80%	10.28%
Female	93.46%	91.51%	97.20%	89.72%

<i>Mean Gender Pay Gap</i>	22%	<i>Median Gender Pay Gap</i>	-1%
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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 rose from 19% in 2018 to 22% in 2019. However there was a pleasing reduction in the median gender pay gap for the hourly rate from 10% in 2018 to -1% in 2019.

In terms of gender distribution across the pay quartiles, the 2019 figures show that the number of males in the upper quartile remains unchanged from 2018. There is a small reduction in the number of females in the upper quartile (96 in 2019 compared to 102 in 2018). The number of males in the upper middle quartile dropped from 8 in 2018 to 3 in 2019, whereas there was only one less female in this quartile in 2019 compared to 2018. In the lower middle quartile, the number of males increased by 2 in 2019 but the number of female employees in this quartile dipped by 9. There was no change in the number of males in the lower quartile in 2019 compared to 2018 but there were 6 fewer female employees within this pay banding. The Trust is confident that the changes in the gender distribution are just reflective of staff turnover and the lower number of employees in the Trust as a whole at the snapshot date in 2019 compared to that of 2018.

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; or
- 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. Part-time working frequently attracts more females than males and also means a proportionately lower salary than full-time working.

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
- Safer Recruitment 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.

I, **Lynne Wilson-Leary**, Chief Executive Officer, confirm that the information in this statement is accurate.

A handwritten signature in black ink that reads "L. Wilson-Leary". The signature is written in a cursive style with a horizontal line underneath the name.

February 2020



Gender Pay Gap Data 2019

Total Number
427

Proportion Male Staff	
No. of Male Staff	30
0.07	

Proportion Female Staff	
No. of Female Staff	397
0.93	

Gender Pay Statistics

	Total Pay	Total Number of Staff	Mean Hourly Rate
Female	£5,733.36	397	£14.44
Male	£558.00	30	£18.60
Mean Gender Pay Gap	22%		

	Median Hourly Rate
Female	£11.24
Male	£11.14
Median Gender Pay Gap	-1%

Bonus Pay Statistics

Total No. of Relevant E'ees
481

Proportion of males receiving a bonus payment	
No. of Male Staff	0
0.00	

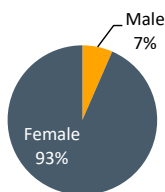
Proportion of females receiving a bonus payment	
No. of Female Staff	0
0.00	

	Average Total Bonus Pay	Total Number of Staff	Mean Hourly Rate
Female	£0.00	0	£0.00
Male	£0.00	0	£0.00
Mean Bonus Gender Pay Gap	0%		

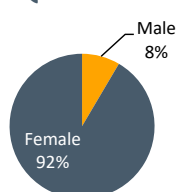
	Median Rate of Pay
Female	£0.00
Male	£0.00
Median Bonus Gender Pay Gap	0%

Quartile Pay Bands	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
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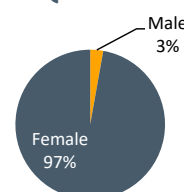
Lower Quartile



Lower Middle Quartile



Upper Middle Quartile



Upper Quartile

