



Agora Learning Partnership Gender Pay Gap Report for 2020

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 2020. 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 396. This is slightly lower than on the 2019 snapshot date (31st March 2019) when there were 427 employees. Of the total workforce, 91% were women and 9% were men. These proportions are similar to 2019.

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	99	99	99	99
No. Male Quartile	8	4	11	12
No. Female Quartile	91	95	88	87
Male	8.1%	4.0%	11.1%	12.1%
Female	91.9%	96.0%	88.9%	87.9%

<i>Mean Gender Pay Gap</i>	11.6%	<i>Median Gender Pay Gap</i>	12.6%
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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 reduced from 22% in 2019 to 11.6% in 2020. However there was an increase in the median gender pay gap for the hourly rate from -1% in 2019 to 12.6% in 2020. This is likely to be due to an increase in the number of male employees in the upper middle and upper quartiles.



In terms of gender distribution across the pay quartiles, the 2020 figures show that the number of males in the upper quartile has increased by 1 from 2019. There is a reduction in the number of females in the upper quartile (87 in 2020 compared to 96 in 2019).

The number of males in the upper middle quartile has increased from 3 in 2019 to 11 in 2020, whereas there was a decrease of females in this quartile from 104 in 2019 to 88 in 2020.

In the lower middle quartile, the number of males reduced by 5 in 2020 but the number of female employees in this quartile dipped by only 2.

The number of males in the lower quartile in 2020 increased by 1 compared to 2019 but there were 9 fewer female employees within this pay banding.

The Trust is confident that the changes in the gender distribution are reflective of the lower number of employees in the Trust as a whole at the snapshot date in 2020 compared to that of 2019.

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
- 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.

Actions agreed for 2021/22 include:

- creating opportunities for everyone to progress in their career in their current schools and across the Trust
- taking an active approach to encourage the recruitment of males/females into traditional female/male roles

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



Gender Pay Gap Data 2020

Total Number
396

Proportion Male Staff	
No. of Male Staff	35
9%	

Proportion Female Staff	
No. of Female Staff	361
91%	

Gender Pay Statistics

	Average Total Hourly Rate	Total Number of Staff	Mean Hourly Rate
Female	£5,281.43	361	£14.63
Male	£579.25	35	£16.55
Mean Gender Pay Gap	11.6%		

	Median Hourly Rate
Female	£10.17
Male	£11.63
Median Gender Pay Gap	12.6%

Bonus Pay Statistics

Total No. of Relevant E'ees
443

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

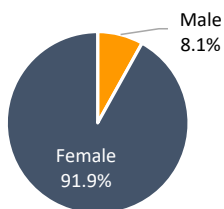
Proportion of females receiving a bonus payment	
No. of Female Staff	0
0.00	

	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%		

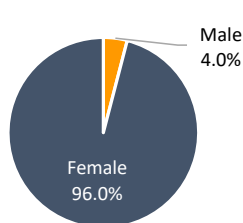
	Median Rate of Pay
Female	£0.00
Male	£0.00
Median Bonus Gender Pay Gap	0%

Quartile Pay Bands	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Number in Quartile	99	99	99	99
No. Male Quartile	8	4	11	12
No. Female Quartile	91	95	88	87
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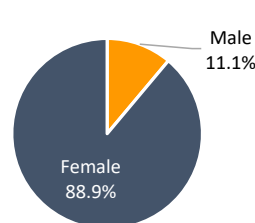
Lower Quartile



Lower Middle Quartile



Upper Middle Quartile



Upper Quartile

