



Agora Learning Partnership Gender Pay Gap Report for 2021

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 2021. 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 400. This is marginally higher than on the 2020 snapshot date (31st March 2020) when there were 396 employees. Of the total workforce, 91.5% were women and 8.5% were men. These proportions are similar to 2020.

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	100	100	100	100
No. Male Quartile	5	5	12	12
No. Female Quartile	95	95	88	88
Male	5%	5%	12%	12%
Female	95%	95%	88%	88%

<i>Mean Gender Pay Gap</i>	16.9%	<i>Median Gender Pay Gap</i>	33.8%
----------------------------	-------	------------------------------	-------

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 11.6% in 2020 to 16.9% in 2021. There was also an increase in the median gender pay gap for the hourly rate from 12.6% in 2020 to 33.8% in 2021. This is likely to be due to an increase in the number of female employees from 91 to 95 in the lower quartile, compared to a decrease in male employees in the same quartile (from 8



to 5) and an increase in male employees in the upper middle quartile from 11 to 12.

In the lower quartile, the number of males has decreased from 8 to 5; whilst there has been an increase in the female group in the same quartile (91 to 95).

In the lower middle quartile, there has been an increase of 4 males in 2020 to 5 males in 2021; there has been no change in the female group.

In the upper middle quartile, there has been an increase of 11 males in 2020 to 12 males in 2021; there has been no change in the female group.

The number of males in the upper quartile has remained the same (12 in 2020 and 2021), whereas there was an increase of females in this quartile from 87 in 2020 to 88 in 2021.

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 2020 to 2021.

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 2022/2023 include:

- reviewing the Trust's approach to valuing diversity and ensuring equity and inclusion for all staff following training from an expert in this field
- creating opportunities for everyone to progress in their career in their current schools and across the Trust in line with the organisation's improvement strategy (the Together Strategy)
- advertising widely, including by using social media, when recruiting to positions within the organisation to ensure adverts as seen by a wide audience and to encourage male and female applicants

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



Gender Pay Gap Data 2021

Total Number
400

Proportion Male Staff	
No. of Male Staff	34
8.5%	

Proportion Female Staff	
No. of Female Staff	366
91.5%	

Gender Pay Statistics

	Average Total Hourly Rate	Total Number of Staff	Mean Hourly Rate
Female	£5,479.02	366	£14.97
Male	£612.34	34	£18.01
Mean Gender Pay Gap	16.9%		

	Median Hourly Rate
Female	£10.28
Male	£15.53
Median Gender Pay Gap	33.8%

Bonus Pay Statistics

Total No. of Relevant E'ees
446

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

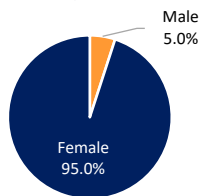
Proportion of females receiving a bonus payment	
No. of Female Staff	0
0.00	

	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%		

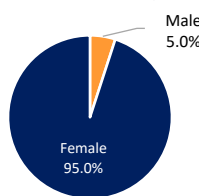
	Median Rate of Pay
Female	£0.00
Male	£0.00
Median Bonus Gender Pay Gap	0%

Quartile Pay Bands	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Number in Quartile	100	100	100	100
No. Male Quartile	5	5	12	12
No. Female Quartile	95	95	88	88
Male	5.0%	5.0%	12.0%	12.0%
Female	95.0%	95.0%	88.0%	88.0%

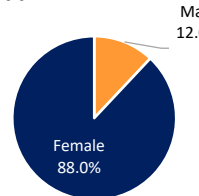
Lower Quartile



Lower Middle Quartile



Upper Middle Quartile



Upper Quartile

