



## Agora Learning Partnership

### Gender Pay Gap Report for 2024

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 2024. The report summarises data on all individuals that meet the definition of an employee given in the Equality Act 2010.

#### Number of employees

The number of employees in the Trust at the snapshot date was 443. Of the total workforce, 92% were women and 8% were men.

#### 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	111	111	111	110
No. Male Quartile	7	5	10	14
No. Female Quartile	104	106	101	96
Male	6%	4%	9%	13%
Female	94%	96%	91%	87%

<b><i>Mean Gender Pay Gap</i></b>	18%	<b><i>Median Gender Pay Gap</i></b>	38.4%
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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 decreased from 18.3% in 2023 to 18% in 2024. There was also a small decrease in the median gender pay gap for the hourly rate from 38.6% in 2023 to 38.4% in 2024.



## 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.

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