

**Greenheart Learning Partnership
Gender Pay Gap – 5th Report.
Snapshot Date: 31.03.2023.**

Greenheart Learning Partnership (GLP) is committed to the promotion of the equality of opportunities for all employees and supports the fair treatment of all staff irrespective of gender. All our posts are aligned to agreed pay scales; with men and women receiving equal pay for equal roles.

The Gender Pay Gap is the percentage difference between men and women’s mean and median hourly earnings, across all jobs within the Partnership; it is not a measure of the difference in pay between men and women for doing the same job.

The data captured (snapshot) as of 31st March 2023 includes gender data based on 10 primaries. This is the fifth report for the Partnership. 405 relevant staff were employed at the time of the snapshot and for the purpose of the report and calculations: 46 (11.36%) male and 359 (88.64%) female. Under the Regulations there is a requirement to report on the following:

1. The difference in the mean pays of full pay men and women expressed as a percentage.
2. The difference in median pay of full pay men and women expressed as a percentage.
3. The proportion of full pay men and women in each of four quartile bands.

The Partnership did not make any bonus payments over the period 1st April 2022 to 31st March 2023 and therefore there is no requirement to report on the difference in mean and median bonus pay of full pay men and women expressed as a percentage or the proportion of men and women who received bonus pay.

1. GLP’s Mean (average) Gender Pay Gap in hourly pay was 23.83% in 2022, in comparison to last year 23.26% in 2023.

This illustrates a decrease of -0.57% last year, in comparison to 4.32% of the previous year (2022). Confirming that the pay gap has again broadened, between the genders, particularly within GLP. Illustrating that female colleagues earned £1.16p pence less for every £1 earned by male counterparts. Resulting in a further increase of 0.75p pence from the previous year.

Gender	Full or Part time	No of employees	Mean % Difference
Female	All	359	19.48%
Male	All	46	27.05%
Mean Gender Pay Gap			23.26%

2. GLP’s Median Gender Pay Gap in hourly pay was 42.59% in 2022, in comparison to 50.54% in 2023.

There has been a 7.95% increase between the mid-point difference of earnings between the genders. When viewing the percentage from the previous year (4.32%), the statistics reveal that the median pay rate issued by GLP for females, remain low at 13.43%, (which is a further reduction from the previous year (2022 = 14.21%). The rationale may be as a result of natural turnover and change management initiatives involving the secondary academies. There still however, remains a 11.69% differential between the rate paid between males and females. The outcome being 0.49p earned by a Female to every £1 earned by a Male.

Gender	Full or Part time	No of employees	Median % Difference
Female	All	359	16.48%
Male	All	46	24.39%
Median Gender Pay Gap			40.87%

3. Quartiles by gender

Quartile Numbers									
	Q1 – Upper Quartile	Quartile 1 %	Q2 - Upper Middle Quartile	Quartile 2 %	Q3 - Lower Middle Quartile	Quartile 3 %	Q4 – Lower Quartile	Quartile 4 %	Total & (%)
Female	80	80%	87	86.14	96	95.05%	96	94.12%	359 (88.64%)
Male	20	20%	14	13.86%	5	4.95%	6	5.88	46 (11.36%)
Number of staff	100	100%	100	100%	100	100%	100	100%	100 (100%)

4. What are the underlying causes of GLP’s gender pay gap?

The workforce is treated equally in relation to pay, regardless of gender where they are employed to undertake work; of equal value, work that is broadly the same or similar and work that has been rated as equivalent under a job evaluation scheme. It is on this basis that the Partnership is confident that its pay gap does not stem from paying genders differently for the same or equivalent work but more likely as a result of the following:

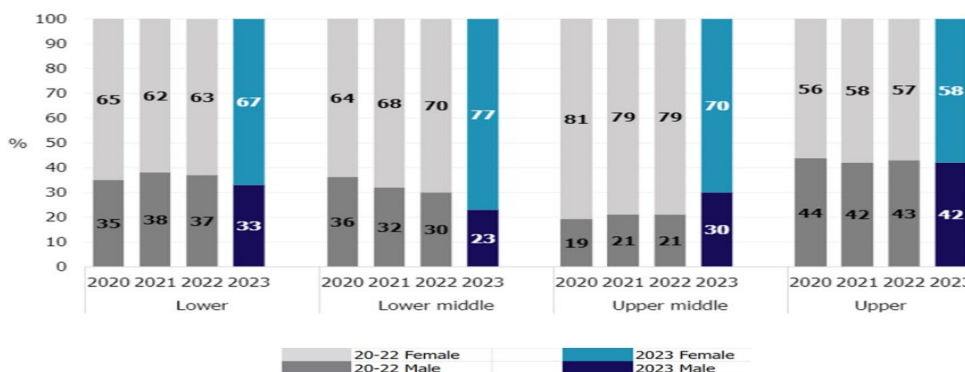
- The weekly hours worked by Teaching staff (32.50) hours per week, compared to Support Staff (c.37) which impacts on the calculations for hourly pay used for the purpose of gender pay gap reporting.
- The make-up of the workforce is predominantly represented by support staff, accommodating paid roles from Term Time Only, paid time to lower paid casual roles. To minimise hosting inequalities GLP is implementing initiatives that support staff flexibility in relation to maintaining work-life balance.
- The differential in the grades and pay of support roles undertaken by females versus males e.g. Site Managers/Caretakers/Technicians/Trainee Support compared to lower graded roles such as lunchtime supervisors/cleaners that are typically within the sector undertaken by females.
- Although flexible working is offered by the Partnership, flexible working arrangements for teaching staff are not always possible due to the impact on the consistency of teaching and learning within classrooms.

The data also makes clear that women make up the overwhelming majority of the lowest-paid support staff across the Partnership, adding considerably to the overall gender pay gap; (192 females were employed in the lower quartiles (Q3 and Q4) compared to 11 males (Q3 and Q4). It should be noted that 80%% (80) of females were highest paid in Q1 compared to 20%% males. This reveals that although a large proportion of women within the Partnership are employed within the lower pay quartiles, there remains a substantial number of women that occupy roles within the upper quartiles (80).

5. How does GLP’s gender pay gap compare with the UK average pay gap and in the education sector?

It is not unusual for an organisation of GLP’s size and type to report average mean and median pay gaps. According to the Office for National Statistics (ONS) Annual Survey of Hours and Earnings (April 2022), it reports that among full time employees the GPG was 7.70%. Compare this to the GLP report in 2022, whereby the percentage was 7.79%, this reveals that there has been a decline in trend, which GLP has also experienced, indicating there is a contrast between lower-paid employees and that of higher earners who experience a much larger difference in hourly pay between the genders. Within GLP women earning were the same (or if not similar) to males in both the upper and mid upper quartiles. A further factor is that the Education sector is generally one of the sectors for pay inequality in the UK according to the ONS (2023 report). This is supported by the ONS report confirming that employees within the public sector receive 3.7% annual % growth in comparison to that of the private sector. The weekly earnings are 7.7%, whereby, the part-time pay gap is the largest affected at 2.2%. The table below highlights the comparison between genders paid within each quartile, to which GLP may be impacted in terms of the relevant period up to 31st March 2023.

Table: illustrating quartiles according to gender, across both private and public sectors, between periods 2020 to 2023.



<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/annualsurveyofhoursandearnings/2023>.

6. What is GLP doing to address its gender pay gap?

1. The Partnership will continue to operate fair pay and recruitment policies where decisions made in relation to pay progression are gender neutral, open, transparent, and fair.
2. Continue to raise awareness of the Partnership provisions in relation to family friendly policies, e.g. flexible working, and shared parental leave, to support the wellbeing and work life balance of staff.
3. Continue to work towards one set of pay and terms and conditions for all support staff.
4. Promote internal secondment opportunities to allow all staff the opportunity for Continued Professional Development (CPD) and promotion.
5. Raise awareness, both in and outside, of the classrooms a belief amongst staff and students that opportunities are equal, and diversity is valued to enable all individuals to thrive within the workplace.
6. Monitor and analyse data and reward schemes, and discuss these at executive level. Any agreed actions will be taken forward within business objectives.
7. Continuing to consult on data around the gender pay gap in future pay negotiations and awards.

7. Conclusion

Within the past 12-18 months, GLP have undergone a number of Change Management initiatives that has been influenced by factors such as the gender pay gap, to which the Partnership is pleased to see that actions have been taken, with an endeavour to attempt to close the pay gap between genders, both at mean and median level. However, due to the economic climate, impacting upon the cost of living and remuneration made by employers, there still remains a contrast in pay rates between the genders, both from the mean and median levels. GLP, nevertheless, is committed, particularly as an 'Employer of Choice' to the principles of equal opportunities, in line with the Equality legislation, and strive towards addressing the gender pay gap. However, whilst recognising that this alone will not remove the gap in its entirety.

I, Clair Jenkins, Director of People & Engagement, Central Team, GLP confirm that the information provided is true and accurate snapshot of the data based upon the full pay relevant employees as at 31st March 2023.

Signed:

C. Jenkins

Date: 28 March 2024