

Greenheart Learning Partnership Gender Pay Gap Report Snapshot 31.03.2022

Greenheart Learning Partnership is committed to the promotion of equality of opportunities to all employees, and supports the fair treatment of all staff irrespective of gender. All 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 Greenheart Learning Partnership; it is not a measure of the difference in pay between men and women for doing the same job. <https://edexec.co.uk/tablet-technology-reuse-recycle-reducecosts/>

The data capture (snapshot) as of 31st March 2022 includes gender data based on 10 primary and 2 secondary academies.

This is the fifth report for the Partnership; 604 relevant staff were employed at the time of the snapshot and for the purposes of the report, calculations illustrate employment of: 104 (17.22%) male and 500 (82.78%) female. The percentage of men and women in each pay quartile is calculated on the basis of the upper quartile (Q4 = highest paid), upper middle quartile (Q3), the lower middle quartile (Q2), and the lower quartile (Q1 = lowest paid).

Under the Regulations there is a requirement to report on the following:

1. The difference in the mean pay 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

In the reporting period bonuses were paid to a small proportion of the people within the organisation. Bonuses were based on role, not gender with a significantly larger percentage of eligible female members of staff being in receipt of a bonus with no variation in bonus pay.

1. Greenheart Learning Partnership Mean Gender Pay Gap in hourly rate was 27.01%, last year (2021) it was 23.83%.

This is positive for the Partnership as it shows a reduction in the pay gap of 3.18%. The gender pay gap is closing with broadly similar male to female numbers as last year (3 less males less and 1 additional female within the pool). Using the mean gender pay gap, a female at Greenheart Learning Partnership earned 27.05 pence for every £1 a full-time male earned.

Gender	Full or Part time	No of employees	Mean % Difference
Female	All	500	19.74%
Male	All	104	27.05%
Mean Gender Pay Gap			27.01%

2. **Greenheart Learning Partnership Median Gender Pay Gap in hourly rate was 38.21%, last year it was 34.76% .** This is positive for the Partnership showing an increase in the median gender pay gap of 3.45%. Using the median gender pay gap, a female earned 23.40p for every £1 a male earned during the relevant period.

Gender	Full or Part time	No of employees	Median % Difference
Female	All	500	14.46%
Male	All	104	23.40%
Median Gender Pay Gap			38.21%

3. Pay quartiles by gender

Quartile numbers					
	Q1 – Lower Quartile	Q2 - Lower Middle Quartile	Q3 - Upper Middle Quartile	Q4 –Upper Quartile	Total
Female	132 (21.85%)	147 (24.34%)	111 (18.38%)	110 (18.21%)	500 (82.78%)
Male	10 (1.66%)	14 (2.32%)	39 (6.46%)	41 (6.79%)	104 (17.22%)
Number of staff	142	146	152	152	604

4. What are the underlying causes of Greenheart Learning Partnership’s gender pay gap?

The workforce is treated equally in relation to pay, regardless of gender or where members of staff are employed to undertake work. This is assessed through the 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 (32.5) 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, rather than pay inequalities e.g., a large proportion of lower paid roles are part-time and/or term time allowing staff flexibility in relation to maintaining a work-life balance.
- The differential in the grades and pay of support roles undertaken by females versus males e.g., Site Managers/Caretakers/Technicians/Student 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 is 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 Greenheart Learning Partnership adding considerably to the overall gender pay gap (279 females were employed in the lower quartiles (Q1 and Q2) compared to 23 males (Q1 and Q2). It should be noted that 21.96% of females were highest paid in Q4 compared to 39.42% males. This tells us that although a great proportion of women in our Partnership are employed within the lower pay Quartiles, a substantial amount of women also occupy roles within the upper pay Quartiles (110).

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

It is not unusual for Trusts of our size and type to report large mean and median pay gaps. According to the April 2022 Office for National Statistics (ONS) Annual Survey of Hours and Earnings reports that among full time employees the GPG was 8.3%, continuing the downward trend which Greenheart has seen this year. Compared with lower-paid employees, higher earners experience a much larger difference in hourly pay between the sexes - this is not the case at Greenheart Learning Partnership to which women earning the same/similar hourly pay to males in both the upper and mid upper quartiles. Among all employees within the ONS survey, the GPG from 7.7% in 2021, but is still down from 9.0% in 2019.

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2022#:~:text=Among%20full%2Dtime%20employees%20the,at%20the%20longer%2Dterm%20trend.>

6. What is Greenheart Learning Partnership doing to address its gender pay gap?

Greenheart will

1. 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's provisions in relation to family friendly policies, e.g. flexible working, 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. Continue to use internal secondment opportunities to allow all staff the opportunity for continuing professional development and promotion.
5. Continue to raise awareness and belief amongst its staff and students that opportunities are equal and that diversity is valued enabling all individuals to thrive.

7. Conclusion

Through a number of initiatives undertaken over the past 12-18 months to reduce the gender pay gap, the Partnership is pleased to see that these actions have resulted in the closing of the pay gap at both the mean and median level. Greenheart is committed to the principle of equal opportunities in line with Equality legislation and will continue to address the gender pay gap whilst recognising that this alone will not remove the gap completely.



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