



Gender Pay Gap Report (March 2023 snapshot date)

Introduction

In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 all employers of 250 employees or more should publish their gender pay gap.

We are a flexible and family-friendly employer, offering a significant number of roles on a parttime and/or term-time only basis. A substantial number of our employees who take up this flexibility are female. This impacts the average salaries and given the nature of our sector it is also a factor that influences the decision of applicants and staff retention.

We have a higher proportion of females in every quartile, including the upper quartile. This illustrates that the overall pay gap is a result of the low proportion of males in comparison to female employees. Although we have a majority of women in the junior pay grades, we also have a majority of women in the upper leadership pay grades.

This year's report also takes account of the merger with Clevedon Learning Trust which took place on 1st March 2023.

Gender Pay Gap Reporting

In line with Government guidance this report is based on the number of contracts held at the snapshot date and therefore employees holding multiple contracts have been counted in accordance with the number of contracts held rather than as a single member of staff.

At the snapshot date of 31 March 2023, the trust consisted of 5 Secondary academies; 1 Studio school; 1 Special academy; 20 Primary academies and Central Trust Staff. (This followed a merger with Clevedon Learning Trust on 1 March 2023)

Gender Pay Gap as at the snapshot date of 31 March 2023:

At the snapshot date of 31st March 2023, the trust had a female/male ratio split of 82.52% female and 17.48% male.

- **Mean gender pay gap** **27.73 %**

This calculation shows the difference between the mean hourly rates of pay that male and female relevant employees receive.

The mean hourly rate of pay for 2023 is £18.46 for female employees and £25.54 for male employees.

- **Median gender pay gap** **41.43 %**



This calculation shows the difference between the median hourly rates of pay that male and female relevant employees receive.

The median hourly rate of pay for 2023 is £12.96 for female employees and £22.13 for male employees.

The following calculations are not applicable to the trust:

- Median bonus gender pay gap
- Mean bonus gender pay gap
- Proportion of males receiving a bonus payment
- Proportion of females receiving a bonus payment

Table of proportion of males and females in each quartile pay band

Quartiles	Positions within Quartile	Male Positions	Female Positions	Male Positions %	Female Positions %
Lower Quartile	631	64	567	10.14	89.86
Lower Middle Quartile	631	89	542	14.10	85.90
Upper Middle Quartile	630	108	522	17.14	82.86
Upper Quartile	631	180	451	28.53	71.47

General Pay Principles

The trust is committed to ensuring staff are remunerated in a fair, transparent, and consistent manner, ensuring the retention of quality staff and equality of opportunity for all. The gender pay gap is different from equal pay. The gender pay gap measures the differences between the average pay of male and female employees, irrespective of job role or seniority. Equal pay concerns pay differences between male and female employees performing the same or similar work, or work of equal value.

The trust use the pay scales for teaching staff in accordance with the School Teachers’ Pay and Conditions document and for the majority of our support staff the NJC pay scales, (National Joint Council for Local Government Services).

The Board of Trustees is responsible for determining the salaries of all staff. All decisions on pay are made within the context of the Trust’s pay policy for Teaching and Support staff. The Trust is committed to ensuring equality of opportunity for all staff and decisions will be made on a non-discriminatory basis.

To ensure fairness, transparency and consistency across all schools within the Trust, assessment of performance and the subsequent pay recommendations that are made, are supported and rooted in evidence and ensure equality of application across the Trust. Robust recruitment and selection processes are followed to ensure no gender bias in selection or career progression.



I can confirm that the above information has been prepared from our payroll data from 31 March 2023 and fairly presents the Gender Pay Gap information for Futura learning partnership (the trust). Equality, Diversity and Inclusion is a strategic priority for the trust, and we remain committed to providing opportunity for development and growth for all our employees.

Signed:

A handwritten signature in black ink that reads "A Arlidge". The signature is written in a cursive style with a large initial 'A'.

Andrea Arlidge
Chief Executive