



# **ARCHWAY LEARNING TRUST**

## **GENDER PAY GAP REPORT**

### **2023**



## Contents

1. Introduction .....	3
2. Headline figures .....	3
3. Pay Structures .....	4
4. How does ALT's gender pay gap compare with that of other organisations? .....	4
5. Commentary .....	4
6. How are we supporting gender equality in our Trust? .....	5

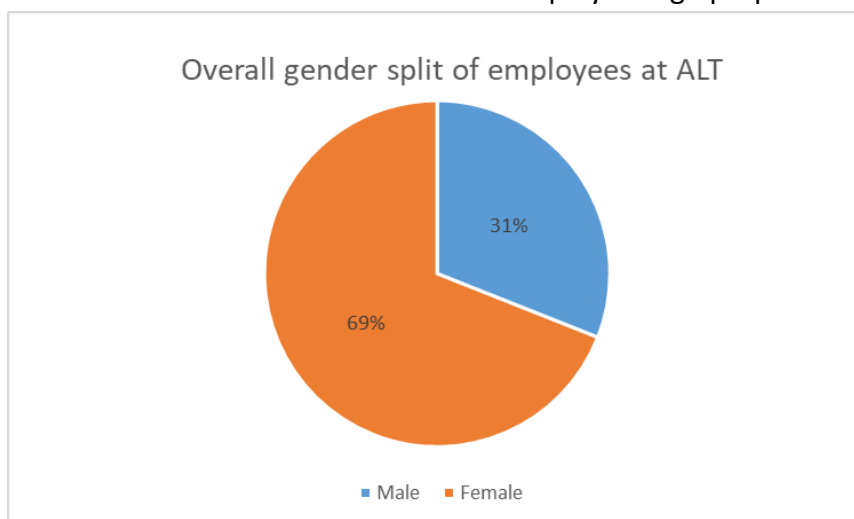


## 1. Introduction

Under UK Legislation that came into force in April 2017, employers with more than 250 employees are required to publish their gender pay gap data. This is therefore the fourth year of analysing pay gender data at the snapshot date of 31<sup>st</sup> March. This is the Gender Pay Gap report for the snapshot date of 31st March 2022.

Archway Learning Trust (ALT) is a growing family of academies based in and around Nottingham and Derby and includes children from their first day at nursery all the way through to preparation for university and lifelong learning.

As is common within education establishments ALT employs a high proportion of women:



## 2. Headline figures

	31 <sup>st</sup> March 2021	31 <sup>st</sup> March 2022
Mean gender pay gap	12.8%	13.6%
Median gender pay gap	21%	24.2%
Mean gender bonus gap	N/A	N/A
Median gender bonus gap	N/A	N/A
Proportion of male employees receiving a bonus	none	none
Proportion of female employees receiving a bonus	none	none

### The proportion of males and females in each quartile band:

		Male % 2020	Male % 2021	Male % 2022	Female % 2020	Female % 2021	Female % 2022
<b>A</b>	Lower (0-25% of full-pay relevant employees)	24.77%	18.1%	16.42%	75.23%	81.9%	83.58%
<b>B</b>	Lower middle (25-50% of full-pay relevant employees)	19.72%	29.0%	31.27%	80.28%	71.0%	68.73%
<b>C</b>	Upper middle (50-75% of full-pay relevant employees)	36.53%	33.2%	37.45%	63.47%	66.8%	62.55%
<b>D</b>	Upper (75-100% of full-pay relevant employees)	34.10%	38.0%	38.18%	65.90%	62.0%	61.82%

### 3. Pay Structures

Archway Learning Trust uses pay scales for all staff. Those for teaching staff are aligned with the minimum and maximum of each pay scale within the School Teachers Pay and Conditions Document, updated annually. The pay scales for support staff are in line with the rates set by the National Joint Council for Local Government Services. Staff progress through the pay scales based on incremental progression eligibility, so earnings are determined irrespective of gender.

### 4. How does ALT's gender pay gap compare with that of other organisations?

The gender pay gap for the whole economy (according to the April 2021 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 14.9% (median pay gap).

### 5. Commentary

An increase in the overall median gender pay gap is disappointing to report but may be partially attributable to the decrease in the proportion of males in the lower quartile pay band and an increase in the proportion of males in the upper middle quartile pay band. Clearly, there is more work to be done to ensure the impact of the work we doing in our Trust as an ethnical employer. As we do not pay bonus payments in our Trust there were no bonus figures to report.

For societal reasons it remains the case that more women than men are employed in our lower paid roles, such as cleaners and lunchtime supervisors, and for this reason it is likely that the gender pay gaps are more marked in the support staff group than in the teaching staff group.

## 6. How are we supporting gender equality in our Trust?

The gender pay gap is not a subject about which our Trust is complacent, and we are committed to doing everything that we can to reduce the gap. We recognise that our scope to act is limited in some areas - we have, for example, no direct control over the subjects that individuals choose to study or the career choices that they make.

We operate as an equal opportunities employer and do not discriminate in any way (as defined by the Equalities Act 2010 and other relevant legislation) regarding recruitment, performance development and career development opportunities.

We are committed to ensuring that all support posts across our Trust are appropriately and consistently graded in line with our job evaluation process and our grading system, irrespective of gender. We are also committed to Equality, Diversity and Inclusion values that ensure that all stakeholders of our Trust feel respected and valued and that the principles of openness, transparency, fairness and equality are applied across our Trust. We will seek to challenge the historical imbalance in the education sector where a disproportionate number of lower paid support staff roles are occupied by female employees.

As stated previously, we remain committed to closing the gender pay gap and have been developing a number of initiatives that we plan to implement in future:

### **Actions planned in 2023/24 to reduce the gender pay gap and improve gender equality**

- Further development our strategy for people development activities for all employees, including talent management, succession planning and clearly defined career pathways.
- More robust monitoring of data relating to access to development and career progression is carried out through our People Development Offer.
- Our Diversity, Equity and Inclusion working group will continue to work towards our equality objectives in their commitment to promoting and addressing all areas of DEI across our Trust.

I can confirm that the information collated in the report has been drawn from our payroll providers and is an accurate reflection of the position relating to gender pay in our academies.



Kirsty Woolls, Chief People Officer  
February 2023