

Gender Pay Gap Report

As of snapshot date 31 March 2019

New Collaborative Learning Trust (NCLT) is required to report under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, the gender pay gap for the organisation.

Gender pay gap reporting legislation requires employers with more than 250 employees to publish statutory calculations annually showing the difference between the average earnings of men and women; it will not involve publishing individual employee data. We are required to publish the results on our own website and a government website (<https://gender-pay-gap.service.gov.uk/viewing/search-results>).

An employer must publish six calculations showing their:

1. average gender pay gap as a mean average
2. average gender pay gap as a median average
3. average bonus gender pay gap as a mean average
4. average bonus gender pay gap as a median average
5. proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
6. proportion of males and females when divided into four groups (quartiles) ordered from lowest to highest pay.

*(Median = Pay per hour based on the person in the middle of the distribution,
Mean = Average hourly salary)*

The figures in this report for NCLT are based on salaries as of 31 March 2019 and 339 relevant employees, of which 32.4% were male and 67.6% were female.

	CALCULATION	RESULT
1	Difference in mean hourly rate of pay between men and women	8.2%
2	Difference in median hourly rate of pay	12.8%
3	Difference in mean bonus pay	11.5%
4	Difference in median bonus pay	0.0%
5	Percentage of employees who received bonus pay	30.9% Male 29.3% Female
6	Employees by pay quartile	
	Upper quartile	38.6% Male 61.4% Female
	Upper middle quartile	32.9% Male 67.1% Female
	Lower middle quartile	30.0% Male 70.0% Female
	Lower quartile	32.9% Male 67.1% Female

The gap between both the mean and median hourly rate between men and women within the Trust has reduced in 2018/19 compared with the previous year (by 4.5% and 12.4% respectively). The annual pay agreement for support staff in sixth form colleges applied from 1 September 2018 was more heavily weighted to pay points at the lower end of the payscale (3.6% rise) than at the middle (1% - 1.5% increases) and the top of the payscale (1%). This has supported the decrease in gap due to the fact that proportionately more women occupy roles at the lower end of the payscales.

NCLT has a performance related employee bonus scheme available to staff. The general achievement of performance bonuses at the Trust is variable in any one year and with some amendments to the scheme during 2018/19 there has been a significant difference in the mean bonus pay.

The percentage of male and female employees in each pay quartile is broadly in line with the overall split of male and female employees within the Trust, with the exception of the lower quartile. This is attributed to staff in this quartile being predominantly female and occupying the roles specifically in this quartile, such as Cleaners, Administration Assistants etc, which are often part time and/or term time only and therefore applications tend to be from women (75.2% of our non-teaching staff in the reference period were females).

Underpinning all our actions is the Trust Single Equality Scheme which sets out our commitment to ensure that everyone within the Trust is treated fairly, respected and valued. NCLT supports all our employees with a number of family friendly initiatives and policies, including our Special Leave Policy, Family Friendly Policy, Lieu Time Policy and Request for Flexible Working.

We therefore feel that the NCLT overall pay gap reflects workforce composition rather than any pay inequalities.



Richard Fletcher
Chief Executive Officer
New Collaborative Learning Trust