

## Gender Pay Gap Report

As of snapshot date 31 March 2018

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 2018 and 271 relevant employees, of which 32.1% were male and 67.9% were female.

	CALCULATION	RESULT
1	Difference in mean hourly rate of pay between men and women	12.7%
2	Difference in median hourly rate of pay	25.2%
3	Difference in mean bonus pay	61.9%
4	Difference in median bonus pay	0.0%
5	Percentage of employees who received bonus pay	22.9% Male 33.2% Female
6	Employees by pay quartile	
	Upper quartile	38.3% Male 61.7% Female
	Upper middle quartile	32.2% Male 67.8% Female
	Lower middle quartile	37.3% Male 62.7% Female
	Lower quartile	16.9% Male 83.1% Female

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. However, this is due to the nature of the roles specifically in this quartile, such as Cleaners, Administration Assistants etc, where these roles are often part time and/or term time only and therefore applications tend to be from women (74% of our non-teaching staff are females).

NCLT has a performance related employee bonus scheme available to all staff at all levels in the organisation. Payment of this bonus is dealt with slightly differently for teaching and non-teaching staff due to historical terms and conditions for support staff in sixth form colleges. Support staff have been eligible to apply for a Support Staff Standards Payment which NCLT has now rolled in to pay scales to make it more beneficial for staff. In order to ensure our bonus scheme is fair for everyone eligible, regardless of their role, we have effectively 'topped up' this bonus to the available NCLT reward amount.

In the above calculations, this reward payment has therefore been included within the hourly rates of pay, rather than bonus pay and as 74% of our support staff are female, this is adversely affecting the 'difference in mean bonus pay'. We have therefore carried out some additional calculations to show the 'difference in mean bonus pay' by removing it from the hourly pay calculations and calculating it in line with other staff bonus payments.

This revised figure of '**difference in mean bonus pay**' is **-3.3%** showing that in actual case females receive an average bonus that is 3.3% higher than males across the organisation.

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.



**Pauline Hagen**  
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**New Collaborative Learning Trust**