



Cabot
Learning
Federation

Gender Pay Gap - Summary

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1. Summary

This report provides a summary of the gender pay gap reporting requirements, as well as a considered analysis and explanation of the CLF data and findings.

2. Background

With effect from 1 April 2017, under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 as an employer with over 250 employees, the Cabot Learning Federation (CLF) are required to publish statutory gender pay gap calculations every year.

The following gender pay gap information is required:

- Gender pay gap (mean and median averages).
- Gender bonus gap (mean and median averages).
- Proportion of men and women receiving bonuses.
- Proportion of men and women in each quartile of the organisation's pay structure.

Salary data is based on a snapshot of the 31 March and this data must be published on both the CLF's website and the [government website](#) by the 30 March the following year. The data snapshot within this report is the second time the CLF have produced this, and was taken on the 31 March 2018 and must be published by the 30 March 2019.

This data will be presented to the CLF Executive Team and Board of Directors annually to ensure that any concerns are impact assessed and that appropriate steps are in place to address these, if necessary.

3. Gender Pay Data

a. Gender pay gap

Gov Calculation	Male	Female	Paygap
Total Hourly Rate	6,463.643	13,811.530	
Total Head Count	334	945	
Standard Hourly Rate (Mean)	19.35	14.62	24.5%
Standard Hourly Rate (Median)	18.12	13.39	26.1%

b. *Gender pay quartiles*

Paybands	Male	Female
Upper quartile	38.24	61.76
Upper middle quartile	34.06	65.94
Lower middle quartile	20.31	79.69
Lower quartile	11.88	88.13
Total % of workforce	26%	74%

c. *Bonus*

Bonus	Male	Female	Paygap
Total Bonus Rate	-	-	
Total Head Count	-	-	
Standard Bonus Rate (Mean)	-	-	0%
Standard Bonus Rate (Median)	-	-	0%

4. Gender Pay Gap Data Commentary

a. *Overview*

On the 31 March 2018, there were 1279 qualifying employees for the snapshot. These are employees that received their ordinary basic pay for that month. Of these, 334 were men and 945 were women, meaning that women represent 74% of the CLF workforce.

The nature of the sector in which we work means that there are a significant number of part time and term time positions available. These flexible working arrangements can often be accommodated in professional services roles, including administration and operational work. Generally parents, who wish to be employed, but also retain a work life balance that enables them to care for their children, have often sought these types of posts. Which has historically been a higher proportion of women. Therefore, this must be considered when reviewing this data.

The CLF have agreed pay scales and bandings for jobs across the Federation. For Teaching and Leadership positions, these pay scales are in accordance with agreed national recommendations, which are subject to union consultation and annual review.

The CLF are creating a job evaluation system for all professional support services roles across the Federation. It is anticipated that this will be implemented within the next academic year. This will further provide reassurance that each role is objectively evaluated on the knowledge, skills and experience required.

b. Gender pay gap

The gender pay gap shows the difference between the average (mean or median) earnings of men and women. This is expressed as a percentage of men's earnings. Using the calculation determined by the regulations, based on the standard hourly rate the mean CLF pay gap on the 31 March 2018 was 24.5 % lower for women, whilst the median pay gap was 26.1%.

The calculation the regulations require you to use, calculate the hourly rate for staff by taking the annual salary and dividing this by 52.18 weeks per year. This is different to how the CLF pay their staff as we use the standard payroll calculations, which assumes that there are 52.143 weeks per year for salary purposes.

In addition to this, the CLF employed 566 of term time only staff on the 31 March 2018. Term time only staff accrue salary for the actual weeks worked during the term time (39 weeks), but are then paid 12 equal monthly salary instalments throughout the year. When considering term time only employees 'ordinary' salary received and calculating the hourly rate as determined by the regulations, for the month ending 31 March 2018, this does not provide their actual hourly rate for the hours they worked within that month.

Subsequently, the CLF have carried out a separate calculation which addresses each of the points detailed above, and have determined that based on the actual hourly rate of colleagues, the *mean* CLF pay gap on the 31 March 2018 was 19.9% lower for women, whilst the *median* pay gap was 26.2 % for women. This represents a significantly smaller gender pay gap.

The CLF have compared the 2017 Gender Pay data with the 2018 data, and whilst the mean gender pay gap using the governments recommended calculation demonstrates our pay gap has remained at 24.5%, the median gender pay gap has reduced from 34.5% to 26.1% which is a 8.4% improvement. This tells us that overall the middle point for women is higher than last year and has increased at faster rate than the median hourly rate for men. Therefore in the CLF women are earning more in 2018 than they were in 2017.

When comparing the mean gender pay gap using the CLF calculations (as described above) this also demonstrates a reduction from 21.9% in 2017 to 19.9% in 2018.

Having analysed this data further, the CLF have identified that there have been a number of women appointed to senior positions within the CLF within the year ending 31 March 2018, which explains this improvement.

c. Gender pay quartile

As detailed previously, 74% of the CLF workforce are women, and 26% men. Therefore this becomes our benchmark when considering the pay quartiles.

The snapshot data demonstrates that the lower and lower middle quartiles slightly exceed the overall workforce benchmark data of 74% for women. Whereas the upper quartile and upper middle quartile snapshot data is slightly under the overall workforce benchmark data of 74% for women.

The upper quartile in 2018 has increased by 2.19% for women and decreased by the same figure for men. This reinforces the point described previously that more women have been appointed into senior positions within the CLF in the year ending 31 March 2018.

The CLF identified in the last gender pay report that we should consider initiatives to attract more men to jobs that are representative in the lower middle and lower quartiles, and initiatives to attract more women to jobs within the upper quartile and upper middle quartiles. Initiatives to attract women to roles within the upper quartile have been successful and now further consideration should be given to how we can better attract more men to roles within the lower middle and lower quartiles, which will achieve further equality within our gender pay data.

d. Bonus

The data published demonstrates a bonus gap of 0% for the CLF as of the 31 March 2018. This is because the CLF do not have any current bonus schemes in place for colleagues.

5. Feedback

For any questions or comments on this report, please contact Ian Payne (HR Director) at ian.payne@clf.cabot.ac.uk.