



## Gender Pay Gap Reporting 2017/18

From 2017 onwards, under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017<sup>1</sup>, any UK organisation with 250 or more employees must report publically on its gender pay gap in six different ways:

- the mean and median gender pay gaps;
- the mean and median gender bonus gaps;
- the proportion of men and women who received bonuses; and
- the number of men and women according to quartile pay bands.

The Mean Gender Pay Gap is the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

The Median Gender Pay Gap is the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

The Mean Bonus Pay Gap is the difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.

The Median Bonus Pay Gap is the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.

The number of men and women employed in the four pay bands are displayed, being: lower, lower middle, upper middle and upper quartile pay bands

Although The Talentum Learning Trust was not required to publish this information in 2018, it has chosen to do so.

### Data snapshot date: 31 March 2017

<b>Pay<sup>2</sup></b>	
Mean gender pay gap in hourly pay	17.23%
Median gender pay gap in hourly pay	32.59%
<b>Bonus<sup>3</sup></b>	
Mean bonus gender pay gap	N/A
Median bonus gender pay gap	N/A
Proportion of males receiving a bonus payment	0%
Proportion of females receiving a bonus payment	0%

<sup>1</sup> <https://www.legislation.gov.uk/ukdsi/2017/9780111152010>

<sup>2</sup> The pay period is the period in which the relevant employer pays the relevant employee basic pay, i.e. 1<sup>st</sup> to 31<sup>st</sup> March.

<sup>3</sup> Bonuses are included in the calculations if they have been received within this bonus period, i.e. the 12 months preceding the snapshot date, 1<sup>st</sup> April to 31<sup>st</sup> March

<b>Pay Quartiles</b>		
Upper Quartile (75-100%)	Male	43.18%
	Female	56.82%
Upper Middle Quartile (50-75%)	Male	34.09%
	Female	65.91%
Lower Middle Quartile (25-50%)	Male	33.33%
	Female	66.67%
Lower Quartile (0-25%)	Male	28.89%
	Female	71.11%

### **Why does The Talentum Learning Trust have a gender pay gap?**

The Trust Board of Directors is committed to the continued promotion of equality and opportunity and the principle of equal pay for all employees, irrespective of gender, and ensures that it meets the requirements of the Equal Pay Act 1970 and the Equality Act 2010.

The Trust pays all teaching staff in accordance with the School Teachers' Pay and Conditions Document, a national statutory document that is updated annually. The Trust pays all support staff in accordance with Staffordshire County Council's pay scales and job profiles, created with NJC and HAY evaluations. These evaluations provide an objective and gender neutral framework to evaluate the jobs carried out within our schools.

On the snapshot date, our Trust employed 178 colleagues; 62 male employees and 116 female employees.

While we are confident that men and women are paid equally for doing equivalent jobs in our schools, the primary cause of the gender pay gap remains the imbalance of male and female colleagues across the Trust and a higher proportion of women relative to men in lower paid roles.

### **Declaration**

I confirm that the above information has been prepared from our payroll data on the snapshot date and has been compiled in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Name: Clarissa Williams

Position: Chief Finance Officer

Signature: 

Date: 22<sup>nd</sup> March 2018