

## Gender Pay Report

The Shared Learning Trust is an equal opportunities employer, which supports the fair treatment of all staff, irrespective of gender, through our transparent and rigorous policies and procedures.

For the pay period containing the 'snapshot' date of 31 March 2018, The Shared Learning Trust has a mean gender pay gap of 17% and a median gender pay gap of 29%.

The Shared Learning Trust has already taken a number of proactive measures to close the gender pay gap:

- We offer a range of flexible working options for our staff, to help balance work and home life commitments, including caring responsibilities.
- We actively encourage female colleagues to return to work following maternity leave. The trust provides enhanced pay benefits whilst staff are on maternity leave.
- We recognise that male colleagues may also wish access to flexible working, and may wish to be more actively involved in family care responsibilities. The trust's flexible working policies are therefore open to all employees regardless of gender or personal circumstances.
- We have introduced a new Shared Parental Leave policy, which allows fathers (or partners) access to the same level of enhanced pay during Shared Parental Leave, as a woman taking maternity leave would be entitled to receive.
- We are continually reviewing our policies on maternity, paternity and adoption leave

For teaching staff, the trust uses pay scales that are union agreed and that are aligned to the School Teachers' Pay and Conditions document. For non-teaching staff, NJC (National Joint Council) pay scales are followed.

Although female representation in the top quartile is proportionally larger than male, the trust is also acutely aware that females fill many of the posts in the lower quartile. Many of these roles are support functions such as Lunch Time Supervisors and Cleaning Operatives. The Shared Learning Trust will only recruit with integrity, always seeking the best person for the role, regardless of their gender.

All positions within the trust are evaluated to ensure fair pay is sought with no gender bias.

No bonuses were paid within the Trust.

Pay Quartiles – How many men and women are in each quarter of the employees payroll.	Male	Female
Top quartile	41%	59%
Upper middle quartile	36%	64%
Lower middle quartile	24%	76%
Lower quartile	18%	82%

Kevin Martin  
HR Director