



Summit Learning Trust GENDER PAY GAP Report 2019/20



Introduction

All organisations who employ 250 more employees are required by law to publish their specific gender pay information under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation.

The data provided in this report is taken from a snapshot as at 31st March 2019, and we are required to publish the details on our own website and also on the government website. The calculations will show the difference between the average earnings of men and women in our organisation but does not involve publishing individual employee data.

Summit Learning Trust has a total of seven schools and a sixth form college, and this reports provides data on those employees who are employed under a contract of employment, excluding those staff who are on maternity leave; paternity leave; unpaid leave; long term sickness absence and agency staff.

At the point of our snapshot data collection, there were a total of 886 full-pay relevant employees; 75% female and 25% male.

About Summit Learning Trust

886 full-pay relevant employees;
as at 31st March 2019



Gender split of Summit Learning Trust employees

WHAT IS THE GENDER PAY GAP?

The gender pay gap is a measure of the average earnings of men and women across an organisation. The gender pay gap is not the same as equal pay. Equal pay relates to men and women being paid equally for equal work. This is a legal requirement in the UK and a matter of principle that Summit Learning Trust is committed to and abides by.

Legislative requirements:

- All UK companies with 250 or more employees on 31st March 2019 are required to publish specific gender pay information:
 - Mean and median gender pay gap
 - Mean and median gender bonus gap
 - Proportion of males and females receiving a bonus
 - Proportion of males and females by quartile pay band
- Figures for each legal entity with at least 250 employees on the snapshot date must be calculated and reported separately
- The mean and median gender pay gap is based on the hourly rates of pay as at 31st March 2019
- The mean and median gender bonus gap considers bonus pay received in the 12 months leading up to 31st March 2019
- Pay quartiles look at the proportion of men and women in four pay bands when we divide our workforce into four equal parts.



What is our gender pay gap at Summit Learning Trust

The information presented below shows our overall median and mean gender pay and bonus gap based on hourly rates of pay as at the snapshot date of 31st March 2019, and bonuses paid in the year to 31st March 2019.

Hourly rate

Women's hourly rate is:



MEAN AND MEDIAN GENDER PAY GAP

The mean gender pay gap is the difference in average hourly rates of pay that male and female employees receive. This gives an overall indication of the gender pay gap by taking all the hourly rates of pay and dividing by the number of employees in scope.

The median gender pay gap shows the difference between the midpoint of the ranges of hourly pay for men and women by ordering individual rates of pay from lowest to highest and comparing the middle value.

Bonus payments

Women's bonus pay is:



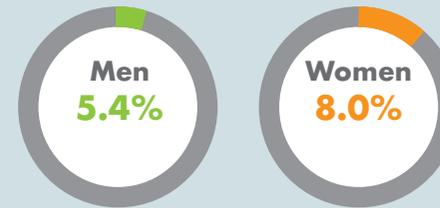
MEAN AND MEDIAN GENDER BONUS GAP

The mean gender bonus gap is the difference in average bonus pay that male and female employees receive.

The median gender bonus gap shows the difference in the midpoints of the ranges of bonus pay received by men and women.

Bonus payments

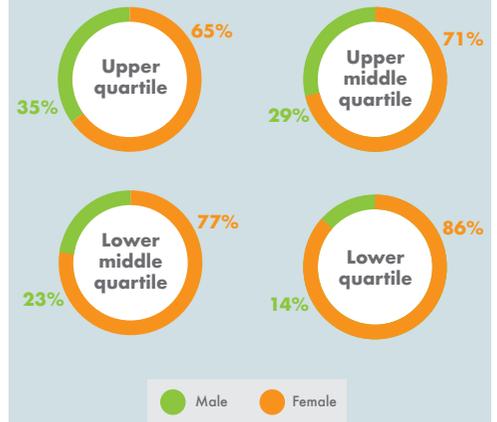
Who received a bonus payment:



PROPORTION OF MALES AND FEMALES RECEIVING A BONUS

This is the percentage of men and women who received bonus pay in the 12 months leading up to the snapshot date of 31st March 2019.

Pay quartiles



PROPORTION OF MALES AND FEMALES BY PAY QUARTILE

This is the percentage of men and women employees in four quartile pay bands (dividing our workforce into four equal parts).

What does the mean pay gap in hourly pay show?

The data shows that overall, female employees were paid 18.9% less per hour than their male counterparts, notwithstanding the fact that we have a higher proportion of female employees.

In the four quartiles there is significantly higher proportion of women in the lower and lower middle quartiles, which indicates that a higher proportion of women are in lower paid grades. The upper and upper middle quartiles show a lower proportion of female staff are paid in the higher pay grades when compared against the overall male to female staffing split.

Gender pay gap comparisons

The overall reported figures show a reduction over the last two year reporting period as follows:

Year	Mean	Median
18/19	19.1%	31.5%
19/20	18.9%	28.8%

Whilst this shows a positive shift in reducing the gender pay gap, Summit Learning Trust will continue with its aspirations in closing the gap even further. We recognise and value the importance of gender pay gap reporting and will continue to review and identify any barriers in areas where improvements can be made.

Support Statement

The Summit Learning Trust is committed to the promotion of equality of opportunity in the fair treatment of all its staff. In particular, it operates transparent pay policies which are aligned to the nationally agreed pay scales for all staff. We also operate a transparent recruitment process which focuses on recruiting the best talent, irrespective of gender (or other protected characteristics).

We are actively developing our CPD offer to all staff, and currently offer a Leadership Pathway programme across the Trust, with leaders also having undertaken unconscious bias training. We continue to encourage our talented female staff to develop their future careers within a leadership role, and by nurturing our own talent pool, we have provided a number of promotional opportunities to female staff not only within their own academies, but also to work flexibly across the trust.

The Trust has introduced a new Family Friendly Policy which provides enhanced contractual pay benefits for staff with families, along with having an established Flexible Working Policy. This has provided greater flexibility within the workplace, with a healthy take-up amongst staff. Applications are monitored and reported on a termly basis, and all family related policies will continue to be promoted and developed where possible.

It is the view of the Trust that our gender pay gap primarily reflects the workforce composition rather than the pay inequalities, however it will continue to review and analyse data in order to close the pay gap where possible.

