

Gender Pay Gap Report

2024

Gender Pay Gap – Published Data

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Introduction

Cumbria Education Trust is required by law to publish an annual pay gap report.

This is the report for the snap shot date of **31 March 2024**.

Staff Breakdown

The staff breakdown as at the snap shot date is:

	Number of Staff
Female	637
Male	154
Total	791

Reported Figures

Mean Gender Pay Gap

The mean (average) gender pay gap between male and female employees is **25.98%**.

The difference in the mean hourly rate of pay between male and female (full pay relevant) employees is **£7.38**.

Median Gender Pay Gap

The median (mid-point) gender pay gap between male and female employees is **40.26%**.

The difference in the median hourly rate of pay between male and female (full pay relevant) employees is **£9.55**.

Pay Quartiles by Gender

Band	Female	Male
High	69%	31%
Mid – High	80%	20%
Mid-Low	85%	15%
Low	88%	12%

Bonus Pay Gap

No bonus payments were made during the reference period therefore a nil return is reported as follows:

Mean (average) gender bonus gap is **0%**.

Median (mid-point) gender bonus gap is **0%**.

The proportion of male employees in receipt of a bonus is 0% and the proportion of female employees receiving a bonus is **0%**.

Gender Pay Gap Supporting Narrative

Why report the Gender Pay Gap?

The Equality Act (Specific Duties and Public Authorities) Regulation 2017 introduced the specific requirement that all public sector employers with 250 or more employees must publish, on an annual basis, information regarding their gender pay gap.

The snapshot date that this report is based on is 31 March 2024 whilst the information relating to gender pay gap is taken from the whole financial year commencing on 1 April 2023.

What is the Gender Pay Gap?

The issue of equal pay and the gender pay gap is often confused.

While Equal Pay concerns pay difference between individuals or groups performing the same or similar work. The Gender Pay Gap is concerned with difference in the average earnings of men and women, regardless of their role or seniority.

It is therefore a broader measure capturing not simply any equal pay issues within an organisation but also any pay inequalities resulting from differences in the sorts of jobs performed by men and women and the gender composition of the workforce by seniority.

What are we required to report?

Cumbria Education Trust must, on an annual basis publish:

- Mean gender pay gap in hourly pay
- Median gender pay gap in hourly pay
- Mean bonus pay gap
- Median bonus pay gap
- Proportion of males and females receiving a bonus payment
- Proportion of males and females in each pay quartile

Note: Mean = average

Median = mid-point

Factors affecting the gender pay gap

The causes of the gender pay gap are many and varied. An organisation with a higher proportion of men in senior roles and women in junior roles will have a gender pay gap. So too will an organisation with a higher proportion of men than women in better-paid functions for example IT and other STEM roles.

Women also make up three-quarters of the national part-time workforce, whose hourly pay rates tend to be significantly lower than those of full-time workers. In addition, women are much more likely to take time out of their employment for family reasons, as a consequence slowing the pace at which they typically progress to more senior and better paid roles.

What groups are included in the calculation?

In interpreting the statistics, it is important to note that the figures published for Cumbria Education Trust combine two main occupational groups each governed by separate pay scales and associated terms and conditions.

Teaching Staff	Governed by STCPD and the associated national pay scales / framework
Non-Teaching Staff	Governed by NJC national terms and a locally determined pay scale consistent with the local authority

Gender Pay Gap Data

Cumbria Education Trust is committed to the principle of equal opportunities and equal treatment for all, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy / maternity, sexual orientation, gender reassignment or disability.

The aim of the Trust is to have an inclusive, diverse and representative workforce that values and recognises difference and what this can contribute to the organisation. Public Bodies must have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations. The Trust approach to the gender pay gap will support this aim, ensuring fair treatment and reward for all teaching and non-teaching staff.

Hourly Pay

Mean Gender Pay Gap

		Mean Hourly Pay	Pay Gap %	2023 comparison
Overall	Male	£28.42	25.98%	 3.82%
	Female	£21.04		
Teaching	Male	£40.56	8.27%	
	Female	£37.21		
Non-Teaching	Male	£13.85	3.92%	
	Female	£13.31		

The mean gender pay gap within the Trust is declining in line with national figures and reflects a balanced male/female demographic within quartile one within the Teaching and Non-Teaching Categories suggesting a consistent staffing profile.

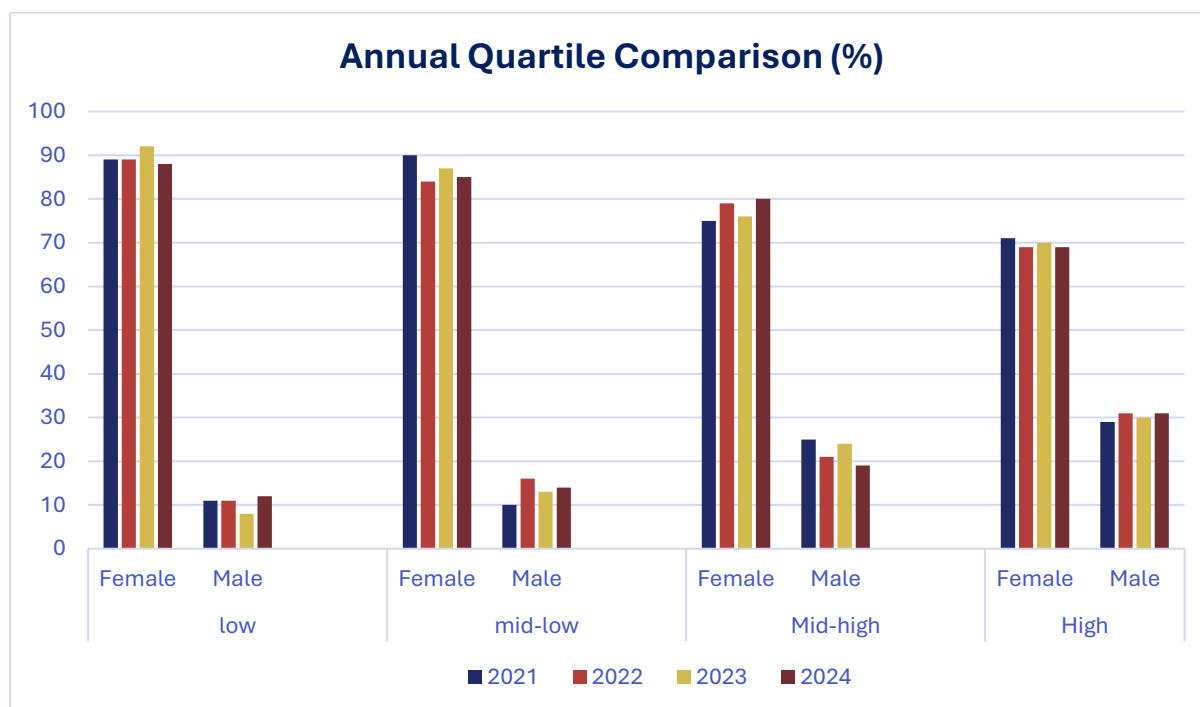
Median Gender Pay Gap

		Median Hourly Pay	Pay Gap %	2023 comparison
Overall	Male	£23.72	40.25%	
	Female	£14.17		
Teaching	Male	£36.77	0.00%	
	Female	£36.77		
Non-Teaching	Male	£12.38	0.00%	
	Female	£12.38		

The median pay gap for all employees across the Trust is significant however when broken down into the employment categories (Teaching and Non-Teaching) the gap is zero which is below the national figure. The overall figure is a reflection of the higher proportion of part time females in quartile one and two.

Hourly Pay Quartiles – Proportion of Male/Females in each salary quartile band

The hourly pay quartile comparison within the Trust has remained fairly consistent across the reporting periods. The quartile split within the Trust in 2024 has shown a decrease in the number of male employees within the mid-high quartile and a slight increase in female numbers, but otherwise there has been no significant changes



National Comparison

The 2024 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) reported that the mean gender pay gap for the whole economy fell to 13.1% in April 2024 (from 14.2%)

Alongside this occupational data is available for several education categories as follows:

Category	Pay Gap %	Median Pay	
		Male	Female
Teaching / Education Professionals	3.7%	£27.59	£26.57
Education Managers	8.3%	£24.96	£22.88
Teaching Assistants	0.7%	£13.45	£13.35

The above shows that in respect of the education categories alone there is a range across the pay gap and mean pay and whilst nationally the gap between male and females is 3.7%, within CET, there is no gap within Teaching. In 2023 female teaching assistants were higher paid than their male counterparts this has switched from a gap of -.0.9% to a gap of 0.7%.

What are the underlying causes of Cumbria Education Trust's gender pay gap?

Pay Rates

Under the law, men and women must receive equal pay for:

- The same or broadly similar work;
- Work rated as equivalent under a job evaluation scheme; or
- Work of equal value

Teachers are paid in accordance with nationally set pay scales which are adopted by the Trust whilst for all non-teaching roles we have in place a pay policy which includes the requirement for all new posts to be evaluated under a consistent job evaluation scheme to ensure a fair structure and eliminate any gender bias.

However the Trust grows through the transfer of schools and its employees for whom the provisions of TUPE apply. Whilst a job evaluation scheme is in place for all new posts and appointments employees who transfer into the Trust do so on the basis of their contractual terms at the date of transfer.

Female Representation in Senior Posts

Female representation within leadership positions in the Trust is 67%, whilst females account for 65% of senior leadership roles:

Senior leadership Position	% Female Representation
CET SLT	75%
Executive Headteacher	100%
Headteacher	72%
Deputy Headteacher	33%
Assistant Headteacher	65%
TOTAL	65%

Workforce Demographic

These figures also need to be understood in the context of the employee demographics. This includes roles such as catering staff, cleaners, mid-day supervisors, and those supporting afterschool and breakfast clubs which are historically part time due to additional caring responsibilities. The Trust employed 457 part time workers of which 401 (88%) are female and 397 (86%) have roles that fall into the low or mid-low quartiles.

What is the Trust doing to address its gender pay gap?

Cumbria Education Trust will make improvements to promote gender diversity in all areas of its workforce and will continue to work to identify any barriers to gender equality and inform priorities for action, gender monitoring will be improved to understand:

- The proportion of each gender applying for jobs and being recruited;
- The proportion of each gender applying for and obtaining promotions;
- The proportion of each gender leaving the organisation and their reasons for leaving;
- The numbers of each gender in each role and pay banding;

- Application and take-up of flexible working arrangements by gender and level within the organisation.

Development of agile working practices

The Trust will continue to promote, where possible, agile working which has become a high priority for candidates and employee consideration. School environments present their own challenges in respect of teaching and non-teaching staff, however there is an opportunity to review, explore and develop agile working practices which encourage flexibility and support the wellbeing of all employees.

Supporting parents

The Trust will review, develop and improve the awareness of parent friendly practices and entitlements supporting employees prior to, during and on return to the workplace from any category of parental leave.

None of these initiatives alone will remove the gender pay gap, however establishing an evidence base and examining the data and employee feedback will support the development of further initiatives to support the reduction of this gap.