Gender Pay Gap Reporting – Data to March 2024

Organisations must comply with the regulations for any year where they have a 'headcount' of 250 or more employees on 31 March each year. Public sector organisations normally have up to a year to publish this data. i.e., the 23/24 reporting year which uses a snapshot date of 31 March 2024 must be reported by 30 March 2025.

The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings. For example, 'women earn 15% less than men per hour'.

There are six basic calculations,

1. percentage of men and women in each hourly pay quarter
2. mean (average) gender pay gap using hourly pay
3. median gender pay gap using hourly pay
4. percentage of men and women receiving bonus pay
5. mean (average) gender pay gap using bonus pay
6. median gender pay gap using bonus pay

Organisations also need to provide a written statement confirming that the calculations are accurate. This must be signed by an appropriate senior person, such as a director or Chief Executive.

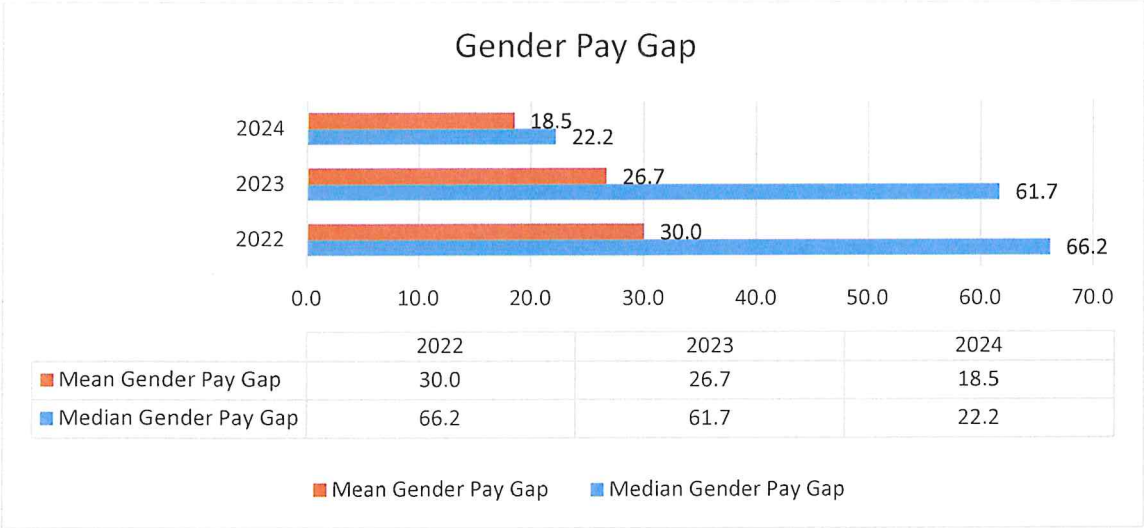
Organisations may also publish a supporting narrative and an action plan to help explain their gender pay gap and the actions they plan to take. This is discretionary.

Information must be published "in a prominent place" on the organisation's website and report figures to the designated government website.

Statement

Eden Learning Trust (ELT) has a commitment to fairness and gender equality, and to addressing any barriers to opportunity that may be contributing to its gender pay gap.

For 2024, ELT used data from the "snapshot" date of 31 March 2024. The data includes all 8 schools within the Trust. The figures have been reached using the mechanisms that are set out in the gender pay gap reporting legislation.

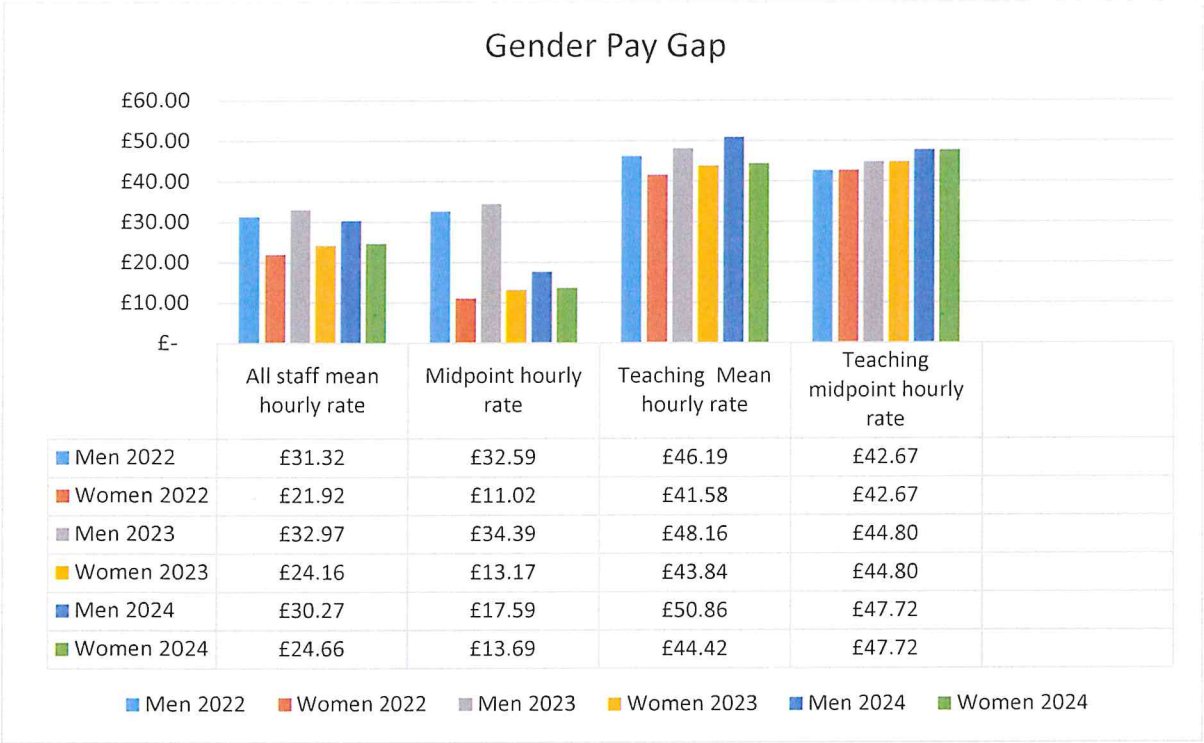


	2022	2023	2024
Mean Gender Pay Gap	30.0	26.7	18.5
Median Gender Pay Gap	66.2	61.7	22.2

The mean and median gender pay gaps show differences of 18.5% and 22.2% respectively - a significant narrowing compared with previous years. Women are more likely to work part time, and many of the jobs that are available across the UK on a part-time basis are relatively low paid.

Various schools within ELT employ their own part-time lunchtime supervisory, catering and cleaning staff who are remunerated at the lower grade bands. The overwhelming majority of these staff within the Trust are women, which has influences gender pay gap figures. However, the number of men employed within the Trust in quartile one has increased as a result of new schools joining the Trust in the last 12 months and this has impacted the figures.

When figures are calculated for teaching staff only, the mean gender pay gap is 12.7% and the median gender pay gap is zero.

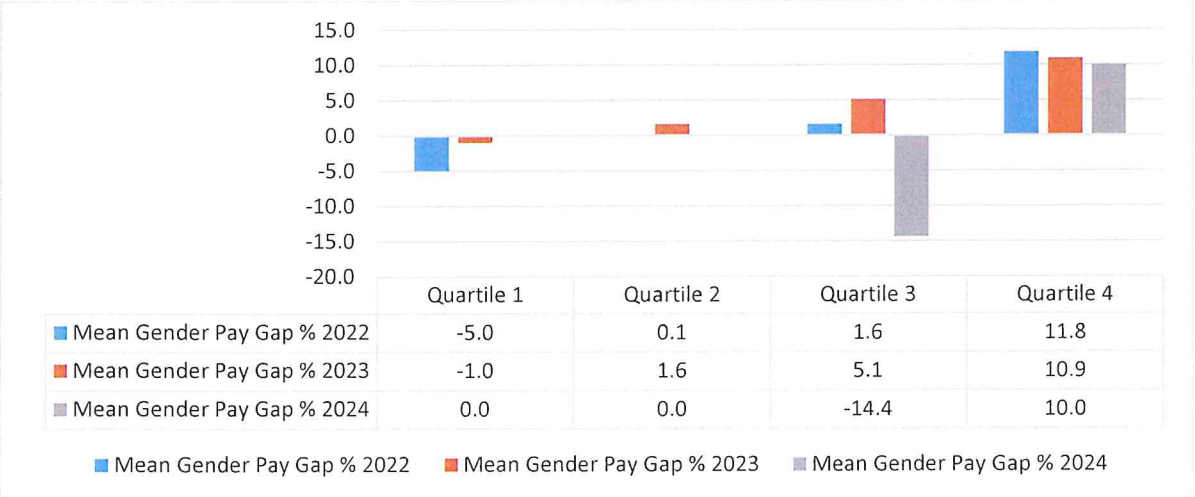


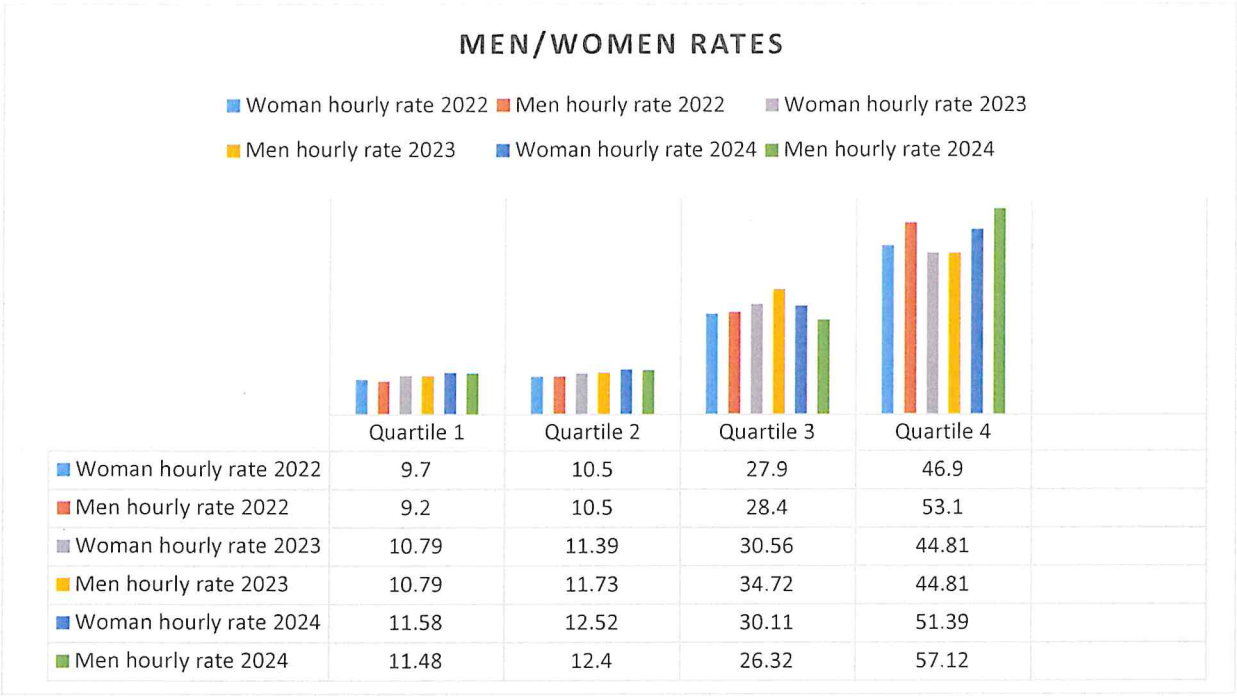
Quartiles are where an organisation is split into four equally sized sections of employees based on their hourly earnings (including bonuses) and then the gender split is recorded

Within the first and second quartiles, there is a negligible gender pay gap.

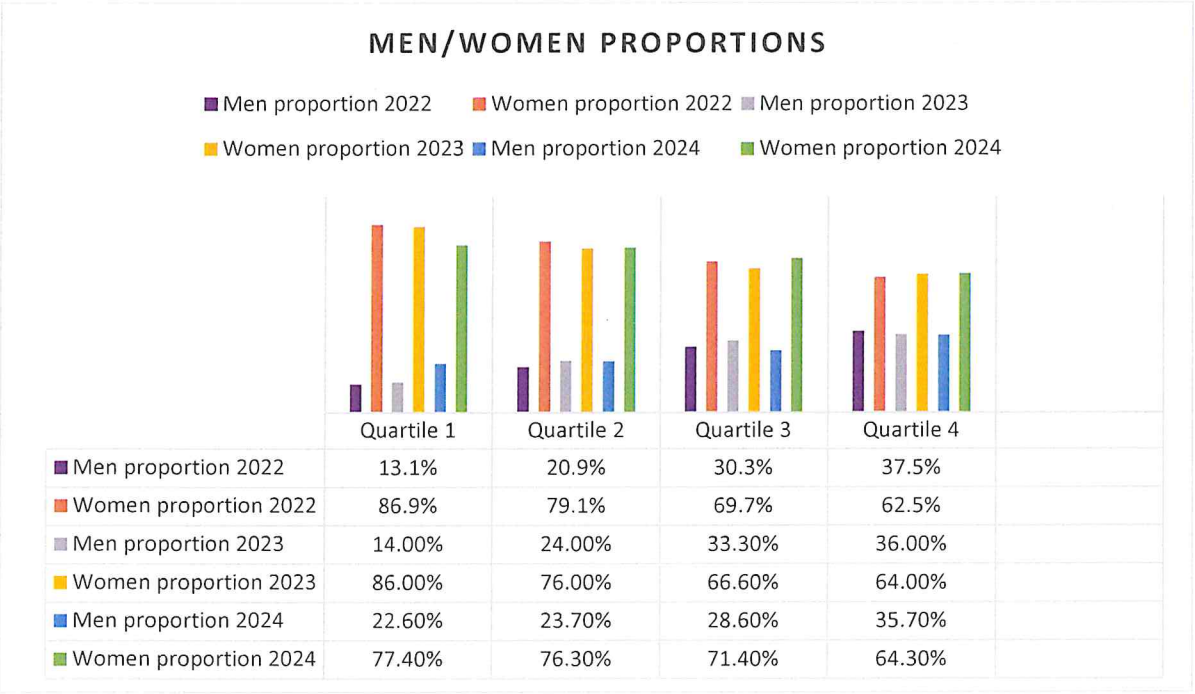
Within the third quartile, the gender pay gap is negative, i.e., women earn more than men.

Within the fourth quartile, the gender pay gap has narrowed slightly.





	Quartile 1	Quartile 2	Quartile 3	Quartile 4
Woman hourly rate 2022	9.7	10.5	27.9	46.9
Men hourly rate 2022	9.2	10.5	28.4	53.1
Woman hourly rate 2023	10.79	11.39	30.56	44.81
Men hourly rate 2023	10.79	11.73	34.72	44.81
Woman hourly rate 2024	11.58	12.52	30.11	51.39
Men hourly rate 2024	11.48	12.4	26.32	57.12



	Quartile 1	Quartile 2	Quartile 3	Quartile 4
Men proportion 2022	13.1%	20.9%	30.3%	37.5%
Women proportion 2022	86.9%	79.1%	69.7%	62.5%
Men proportion 2023	14.00%	24.00%	33.30%	36.00%
Women proportion 2023	86.00%	76.00%	66.60%	64.00%
Men proportion 2024	22.60%	23.70%	28.60%	35.70%
Women proportion 2024	77.40%	76.30%	71.40%	64.30%

Action Plan/Future Developments

The gender pay gap will be further narrowed if more women attain senior leadership positions (Quartile 4).

I confirm that the published data is accurate.

.....(CEO) 18 June '24 ..... (Date)