

Changing Lives in Collaboration Cooperative Trust

Gender Pay Gap Report

Reporting on the Snapshot Date of 31st March 2023

We are an employer required by law to carry out Gender Pay Reporting 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. It will not involve publishing individual employee data.

We are required to publish the results on our own website and a government website. We will do this within one calendar year of March 1st 2023.

This report fulfils the Government's reporting requirements, analyses the figures in more detail and sets out what we are doing to close the gender pay gap in our organisation.

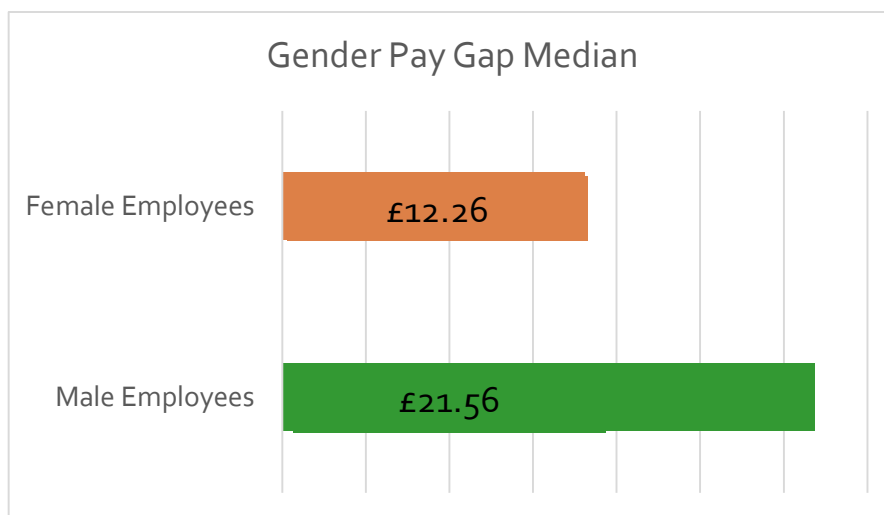
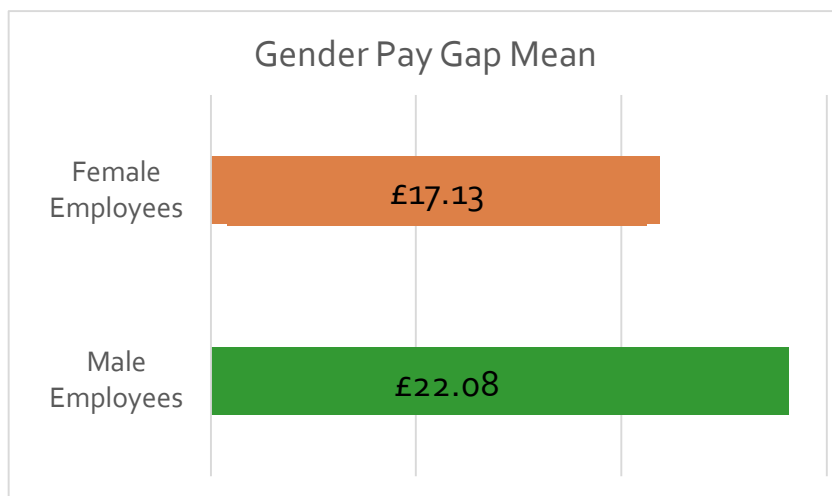
Our figures are higher than the national UK average mean hourly pay gap of but when we break down our data to support staff and teaching this identifies a positive gender pay gap in favour of women in the teaching team. The data does however, show a higher than average Mean and Median.

The Results of the Calculations

Teaching Staff: 132 teaching members of staff, 79.55% are female and 20.45% are male.

Support Staff: 302 support members of staff, 92.38% are female and 7.62% are male.

	Mean Gender Pay Gap	Median Gender Pay Gap
All Trust Staff	22.38%	43.14%
Teaching Staff Only	-1.30%	-0.13%
Support Staff Only	4.64%	13.48%



Pay Gap figures based on calculation (male -female)/male x 100

Proportion of Employees in Each Pay Quartile Band

Top Quartile

80%	20%
Women	Men

Upper Middle Quartile

84%	16%
Women	Men

Lower Middle Quartile

93%	7%
Women	Men

Lower Quartile

97%	3%
Women	Men

Quartiles broken down into Teaching and Support Staff:

Teaching Staff

Top Quartile

82%	18%
Women	Men

Upper Middle Quartile

76%	24%
Women	Men

Lower Middle Quartile

82%	18%
Women	Men

Lower Quartile

79%	21%
Women	Men

Support Staff

Top Quartile

97%	3%
Women	Men

Upper Middle Quartile

97%	3%
Women	Men

Lower Middle Quartile

91%	9%
Women	Men

Lower Quartile

84%	16%
Women	Men

1. The Mean Gender Pay Gap – The difference between the mean hourly rate of pay that male and female full-pay relevant employees receive: 22.38, this is an increase on the figure of 19.50% in the previous year’s report. This shows that, overall, female employees receive lower pay than male employees and this gap is increasing.
2. The Median Gender Pay Gap – The difference between the median hourly rate of pay that male and female full-pay relevant employees receive: 43.14%, which is a decrease from 47.01%.
3. The Mean Bonus Gender Pay Gap – No bonuses were paid to any member of staff for the reporting period.
4. The Median Bonus Gender Pay Gap – No bonuses were paid to any member of staff for the reporting period.
5. The proportion of males and females receiving a bonus payment – No bonuses were paid to any member of staff for the reporting period.
 1. The proportion of males and females in each quartile pay band:
 2. Lower Pay Band Quartile - male employees: 2.78% and female employees: 97.22%, this is an increase of female employees in this quartile of 6.05%
 3. Lower Middle Pay Band Quartile - male employees: 92.59% and female employees: 7.41%, this is an increase of female employees in this quartile of 2.88
 4. Upper Middle Pay Band Quartile - male employees: 15.60% and female employees: 84.45%, conversely female employees in this quartile have increased by 5.35%
 5. Upper Pay Band Quartile – male employees: 20.37 and female employees: 79.63%, female employees have increased in this quartile by 3.16%

Supporting Statement and Narrative

Changing Lives in Collaboration Cooperative is an equal opportunities employer. We support the fair treatment of all staff, irrespective of gender through our transparent policies including:

- Equal Opportunities Policy
- Safer Recruitment Policy
- Staff Development Policy

We use pay scales for all teaching staff that are aligned to the School Teachers’ Pay and Conditions document, which is reviewed on an annual basis. For non-teaching support staff, we use the pay scales set by the NJC (National Joint Council for Local Government Services). Staff move through the pay scales for their grade based on a performance management process, meaning earnings are based on performance outcomes, irrespective of their gender.

Successes

The mean pay gap of CLIC staff has increased by 2.88%, compared to the previous year, to 22.38%. However, when drilling into the data for Teaching Staff we actually have a mean negative figure of -1.30%, and a median negative figure of -0.13%. This compares with the national data, making the picture of teaching staff in the Trust very positive but when all staff are combined the picture is less positive.

We recognise that our staff don't all want the same things from their working lives, however, we aim to provide everyone with opportunities to be the best they can be and to progress to more senior roles. To support this, we will continue to encourage staff to benefit from the variety of training and development programmes. For example, our female dominated lunchtime teams that are traditionally recruited from our volunteer groups, parents and the local community.

Lots of employees in this team are returning to work and use the role as a stepping stone on a career path alongside training. As a result of this all the schools support individuals in this career path by offering them opportunities to develop their skills and apply to teaching assistant roles. In doing so we are seeing individuals progress up into the middle lower quartile.

We currently offer excellent flexible working arrangements, with some staff making a positive choice to work part-time. We will continue to promote this flexible working attitude taking into consideration the needs of the school, work-life balance and caring responsibilities.

Following the review of The Government's Recommended Areas for Action, we have reviewed and subsequently increased the use of skill-based assessment tasks in recruitment in all roles. Following these guidelines, we also successfully use structured interviews for recruitment and promotions, use tasks in recruitment processes and have clear salary ranges for all roles.

Challenges

The overall mean and median gender pay gap continues to be high due to the percentage of men in support staff roles being low and this continues to be a challenge in our recruitment. This is a shared challenge amongst Primary based Trusts but some interesting data from LGA Employer Link has published a Primary Phase Gender Pay Gap average of: Mean of 20.3% and a Median of 31.4%. Whilst the Trust's Mean is slightly lower than this our Median is significantly higher.

Joining schools in this report and again in next year's report has had a significant impact on some positive trends seen in previous reports.

I can confirm that the above information has been prepared from our payroll data from the 31st March 2023 and fairly presents the Gender Pay Gap information for Changing Lives in Collaboration Cooperative Academy Trust.

Jo Sands, Chief Operating Officer – Changing Lives in Collaboration Cooperative Trust