

Gender Pay Gap Report

31 March 2024

Hello

and welcome to the North East Learning Trust.

We believe that every child deserves a fair start in life. This pursuit of equality and excellence has inspired the creation of our Trust, where we work to ensure that every child in every Trust school is given access to an excellent education.

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 places the requirement on employers to publish specific information on gender pay gaps. As an employer that fully embraces the principles of equality, we welcome the opportunity to publish additional information that provides more context to the headline figures.

Our vision

Our multi-academy Trust exists to give children across the North East of England the very best education. All academies in our Trust are committed to:

- pursuing excellence
- encouraging all young people to aim high and make the most of their talents
- providing an education that enables every young person to achieve their full potential and learn with confidence
- creating a healthy, happy, disciplined and supportive environment which promotes an independent work ethic and a love of learning
- providing a safe environment where young people are cared for
- engendering respect for individuality and difference
- nurturing a sense of social responsibility and spiritual and personal development
- fostering integrity, resilience, creativity, good manners and sensitivity to the needs of others.



Our schools



**The Academy
at Shotton Hall**

Founded the Trust: 2014
Location: Peterlee
Head: Alex Hook
Ofsted: Outstanding (2013)



**Browney
Academy**

Joined the Trust: 2014
Location: County Durham
Head: Catherine Harris
Ofsted: Good (2022)



**Teesdale School
& Sixth Form**

Joined the Trust: 2016
Location: Barnard Castle
Head: Hijab Zaheer
Ofsted: Outstanding (2019)



**Easington
Academy**

Joined the Trust: 2017
Location: Easington
Head: Nicola Falconer
Ofsted: Good (2019)



**Sacriston
Academy**

Joined the Trust: 2017
Location: County Durham
Head: Louise Parks
Ofsted: Good (2021)



**Diamond Hall
Junior Academy**

Joined the Trust: 2017
Location: Sunderland
Head: Fiona Hoare
Ofsted: Good (2022)



**Ashington
Academy**

Joined the Trust: 2017
Location: Northumberland
Head: Yvonne Weston
Ofsted: Good (2022)



**Bedlington
Academy**

Joined the Trust: 2018
Location: Northumberland
Head: Joanna Lamb
Ofsted: Good (2022)



**Hermitage
Academy**

Joined the Trust: 2019
Location: Chester-le-Street
Head: Lindsay Maughan
Ofsted: Good (2024)



**Rye Hills
Academy**

Joined the Trust: 2021
Location: Redcar
Head: Hijab Zaheer
Ofsted: Good (2024)



**Meadowdale
Academy**

Joined the Trust: 2022
Location: Northumberland
Head: Lindsay Coates
Ofsted: Good (2013)



**Middleton-in-Teesdale
Academy**

Joined the Trust: 2023
Location: Barnard Castle
Head: Catherine Harris
Ofsted: N/A



**Biddick
Academy**

Joined the Trust: 2024
Location: Washington
Head: Kate Morris
Ofsted: Good (2021)

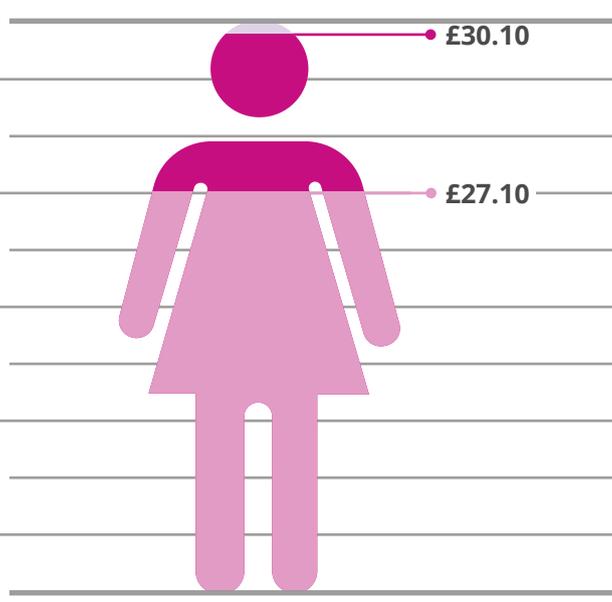
Our pay gap

Men Women

Median Pay Gap 14.4%



Mean Pay Gap 10%

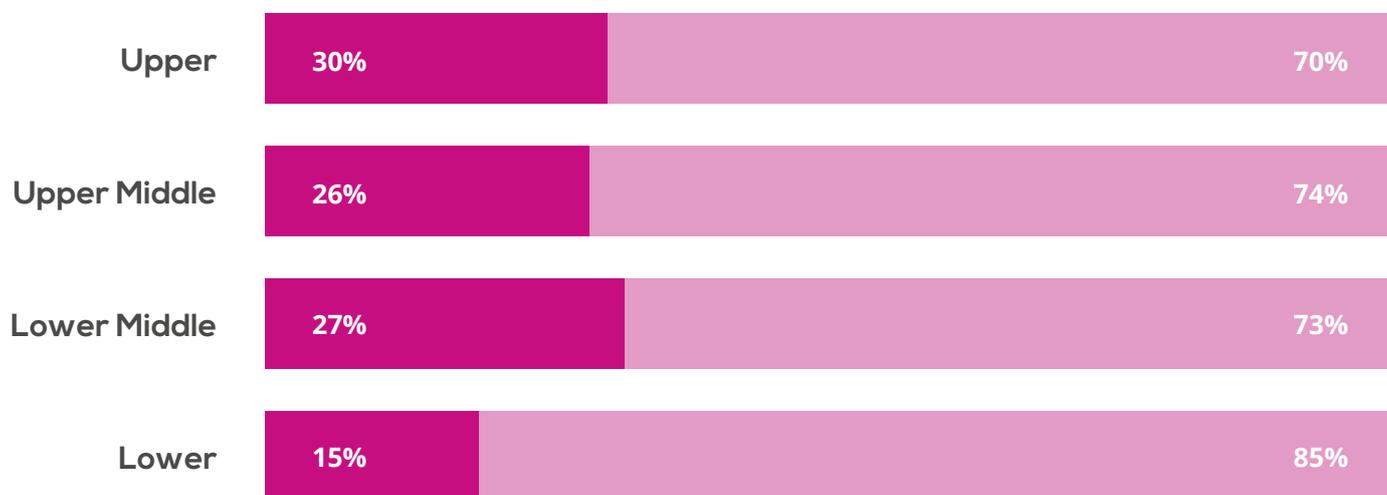


The median average male hourly rate was **£29.32**, **£4.23** higher than the equivalent rate for females which is **£25.09 per hour**. This means women are paid **17.3%** less than men, for every £1 a man earns a woman earns 86p.

The mean average male hourly rate was **£30.10**, **£3** higher than the equivalent rate for females which is **£27.10 per hour**. This means women are paid **10%** less than men, for every £1 a man earns, a woman earns 90p.

Gender breakdown by hourly pay rate quartiles

Men Women



Bonus Payments

We do not pay bonuses to staff and therefore the requirement to publish bonus information does not apply.

What the data tells us

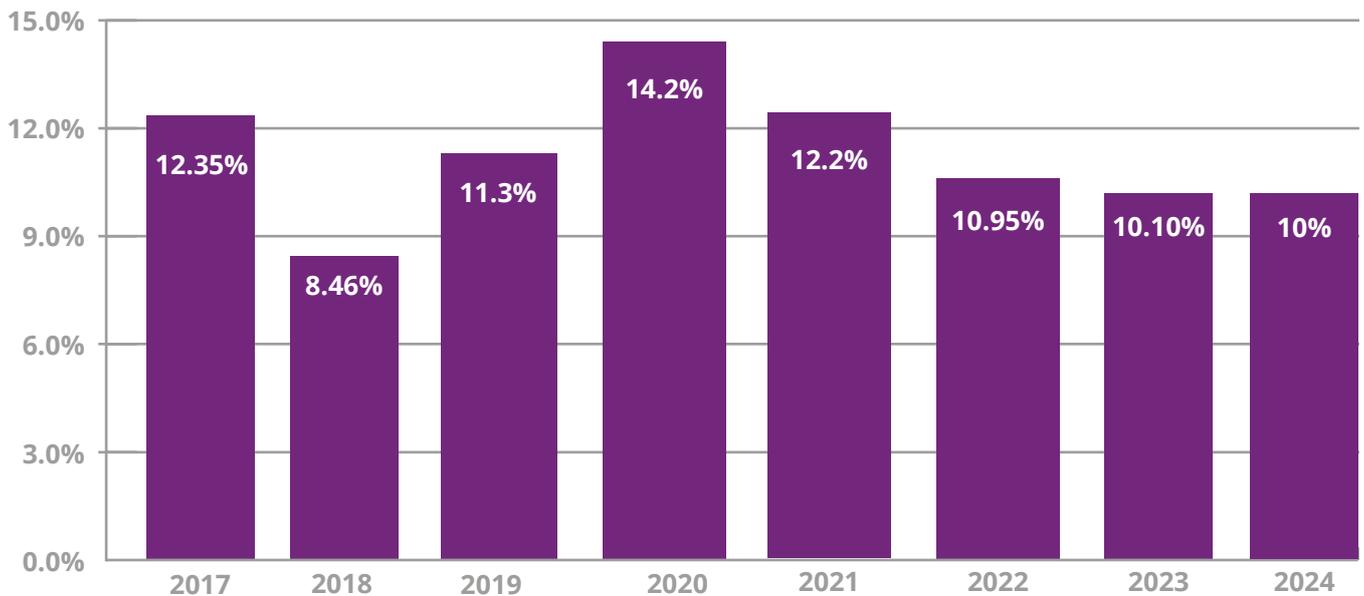
On 31 March 2024 the Trust had 925 relevant employees, 24% were male and 76% were female.

The Trust's gender pay gap can be explained by the substantial proportion of female employees whose roles are in the lowest quartile of hourly rates. From pay gap data already published, we can see the Trust's gaps fall within the range of gaps of other Academy Trusts, and both mean and median averages are narrower than they were in last year.

As can be seen we employ more females than males in all quartiles, 76% of our entire workforce is female. Female employees do make up 70% of upper quartile earners, with the ten highest earners across the Trust, 90% are female, of the top twenty earners 60% are female and 68% of the top fifty earners across the Trust are female. If we look at our lowest earners females do also make up over 85% of the lower quartile figures. Those roles that are in the lowest quartile are support staff roles such as Cleaner, Catering Assistant, Administrator, and Teaching Assistant. The majority of those postholders are female.

Comparison of gender pay gap data over time

Gender pay gap 2017-2023



The mean average of gender pay gaps continues to narrow over time. The mean average gap was 10.0% in March 2024 compared to 12.35% in March 2017 (-2.35%). We are pleased to see our gender pay gap compared to March 2020, the mean gap has narrowed further by 4.2%.

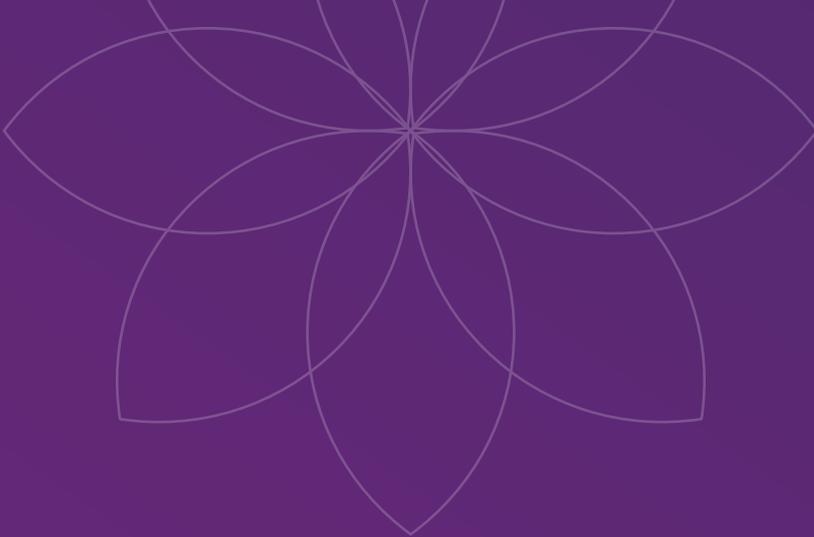
Taking action

The Trust is committed to reducing the gender pay gap and has identified the following actions to address the gender pay gap:

- Create an inclusive culture
- Improve recruitment and promotion processes, and regularly monitor application profiles, provide good quality interview and unconscious bias training for staff, support progression for part time and flexible workers, provide structured interview templates to give every candidate an equal chance, and continuously improve and refine our Recruitment and Selection Policy
- Support career development
- Gender neutral language in adverts
- Promote maternity, paternity and parental leave policies
- Transparent and fair performance management systems (including during maternity leave)
- Evaluate policies to ensure we are supporting diversity and inclusion
- Support flexible working and challenge gender stereotyping
- Implement an equality, diversity and inclusion (EDI) action plan and training
- Consider how family friendly policies can be maximised
- Ensure that all support posts across the Trust are appropriately and consistently graded irrespective of gender
- Apply nationally agreed pay arrangements across our schools and central team which apply equally to men and women
- To develop a mentoring scheme to support career progression, self-confidence and professional development
- Actively analyse PULSE surveys to understand the 'employee experience' in relation protected characteristics including gender

Summary

The Trust employs more female than males in all quartiles and the gender pay gap is smaller in the upper quartile. NELT will continue to take positive action to ensure that we remove any barriers to disadvantages due to gender for all staff, reduce our gender pay gap and create an inclusive culture for all our employees.



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