

Gender Pay Gap Report 2020

The North East Learning Trust, in accordance with the Equality Act 2010 (Gender Pay Gap Information) is required to publish information to demonstrate the pay gap between our male and female employees. The overall gender pay gap is defined as the difference between the mean (average) or median (actual midpoint) hourly rate of pay of male and female employees.

The Trust supports the fair treatment of all staff irrespective of gender and has in place robust processes for recruitment, pay review and professional development.

We use pay scales for all teaching and learning staff that are aligned to the School Teachers Pay and Conditions document, which is reviewed annually. All non-teaching staff are aligned to National Joint Council for Local Government Services (NJC).

	Median Pay Gap	Mean Pay Gap	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
All Employees across NELT	33.6% lower for women	14.2% lower for women	84.10% F 15.90% M	78.97% F 21.03% M	72.82% F 27.18% M	69.23% F 30.77% M

For comparative purposes the table below shows the same information for 2019, this shows that there has been an increase in the gender pay gap.

In September 2019 the Trust welcomed the addition of a further secondary academy with a staff population of 71.25% F and 28.75% M, causing the increase in the Gender Pay Gap in 2020.

	Median Pay Gap	Mean Pay Gap	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
All Employees across NELT	26.9% lower for women	11.3% lower for women	84.87% F 15.13% M	79.47% F 20.53% M	79.61% F 20.39% M	69.08% F 30.92% M

No bonuses were paid to any employees in the reporting period.

The table below shows the % of females and males employed in each quartile.

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Leadership	0% F 0%M	0% F 0% M	50% F 50% M	64.86% F 35.14% M
Teachers	0% F 0%M	82.14% F 17.86 M	72.87% F 27.13% M	70.25% F 29.75% M
Support	84.10% F 15.90% M	78.44% F 21.56% M	100% F 0% M	0% F 0% M