

Newham Community Learning: Gender Pay Gap Reporting

Last updated: for the reporting period 31 March 2024

Applies to: Newham Community Learning

Approved by: Trust Board, December 2024 (further to review by the Finance and Resources Committee on 10 October 2024)

Gender Pay Gap Reporting - as at 31 March 2024

1. Introduction and context

Newham Community Learning (NCL hereafter) consists of Eastlea Community School, Lister Community School, Portway Primary School, Rokeby School, Sarah Bonnell School and Selwyn Primary school in March 2024.

Across Newham Community Learning, as at 31 March 2024, 74.29% of the Trust is female and 25.71% is male. These figures are the same as the previous snapshot on 31 March 2023.

2. Summary

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and the separate, but parallel, gender pay gap reporting provisions for public sector employers, which are contained in the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 (the public sector Regulations), in force from 31 March 2017, relevant employers in the public sector are required to publish gender pay gap information by reporting the percentage differences in pay between their male and female employees.

Employers must publish the prescribed information within 12 months of the "snapshot date" of 31 March each year.

For the reporting obligations to apply, the employer must employ 250 or more employees on the snapshot date of 31 March in the year to which the required information relates. In relation to the threshold, the figure of 250 is not a full-time equivalent (FTE) figure, but a total headcount.

Employers must publish six metrics each year, in respect of the "relevant pay period" in which 30 March falls. The six metrics are set out in the Regulations as:

- the difference in the mean hourly rate of pay between male and female full-pay relevant employees (reg.2(1)(a));
- the difference in the median hourly rate of pay between male and female full-pay relevant employees (reg.2(1)(b));
- the proportions of male and female full-pay relevant employees in each of the four quartile pay bands (reg.2(1)(f));
- the difference in mean bonus pay between male and female relevant employees (reg.2(1)(c));
- the difference in median bonus pay between male and female relevant employees (reg.2(1)(d)); and
- the proportions of male and female relevant employees who received bonus pay (reg.2(1)(e)).

3. Gender Pay at Newham Community Learning

At the snapshot date of 31 March 2024, NCL had 665 members of staff in scope for this report¹. 74.29% of the Trust's staff are female and 25.71% are male.

We are a flexible and family-friendly employer, offering a significant number of roles on a part-time and/or term-time only basis. A substantial number of our employees who take up this flexibility are female. Our Staff Wellbeing Group meets regularly and flexibility of employment practices is part of their agenda.

4. Pay Reports

4.1. Mean hourly pay

The mean male hourly pay across NCL is £29.45 [March 2023 = £27.70]

The mean female hourly pay across NCL is £24.37 [March 2023 = £23.39]

Mean gender pay gap (calculated using hourly pay) = 17.25% [March 2023 = 15.58%]

This means that on average, men at NCL are paid 17.25% more than women [March 2023 - men were paid 15.58% more than women].

4.2. Median hourly pay

The median male hourly pay across NCL is £28.11 [March 2023 = £26.41]. For females, it is £22.03 [March 2023 = £20.97].

Median pay difference (calculated using hourly pay) = 21.63% (previous snapshot = 20.61%).

This means that when using the median, men at NCL are paid 21.63% more than women [March 2023 - men were paid 20.61% more than women].

4.3. Bonus pay

Percentage of women who received a bonus = 13.2% [March 2023 = 11.7%]

Percentage of men who received a bonus = 5.3% [March 2023 = 11.2%]

In the March 2024 snapshot, the mean gender pay gap using bonus pay is 23.74% - mean male bonus higher than female - £835.03 (M) compared to £636.73 (F).

In the March 2024 snapshot, the median gender pay gap using bonus pay is 12.10% - median male bonus is higher than female - £851.65 (M) compared to £748.60 (F).

¹ Total number of staff at the snapshot was 701; due to 36 out of scope as not paid in period.

In March 2023, Mean gender pay gap using bonus pay 5.67% (mean male bonus higher than female) £353.46 (M) compared to £333.42 (F).

In March 2023, Median gender pay gap using bonus pay -7.09% (as median female bonus higher than male) £302.53 (F) compared to £282.49 (M)

4.4. Pay quartiles

Parenthesis = figures from the previous snapshot as at March 2023

Add figures for 2024 to table not in parenthesis

| Pay quartiles | Males | Females |
|-------------------------|----------------|----------------|
| Lower (0 - 25%) | 15.7% (13.41%) | 84.3% (86.59%) |
| Lower middle (26 - 50%) | 20.5% (23.78%) | 79.5% (76.22%) |
| Upper middle (51 - 75%) | 28.9% (31.1%) | 71.1% (68.9%) |
| Upper (76 - 100%) | 39.8% (37.8%) | 62.2% (62.2%) |

We have a higher proportion of females in every quartile, including the upper quartile. This illustrates that the overall pay gap is a result of the low proportion of males in comparison to female employees. Although we have a majority of women in the junior pay grades, we also have a majority of women in the upper leadership pay grades.

5. General Pay Principles

Newham Community Learning is committed to ensuring staff are remunerated in a fair, transparent and consistent manner, ensuring the retention of quality staff and equality of opportunity for all².

The gender pay gap is different from equal pay. The gender pay gap measures the differences between the average pay of male and female employees, irrespective of job role or seniority. Equal pay concerns pay differences between male and female employees performing the same or similar work, or work of equal value.

Newham Community Learning is, therefore, confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather, its gender pay gap is the result of the roles in which men and women work within the Trust and the salaries that these roles attract.

² Including compliance with equalities legislation i.e. Employment Rights Act 1996, Employment Relations Act 1999, Employment Act 2002, Part Time Workers (Prevention of Less Favourable Treatment) regulations 2000, Fixed Term Employees (Prevention of Less Favourable Treatment) Regulations 2002 and Equalities Act 2010/2012.

Although not bound by the School Teachers' Pay and Conditions document (STPCD)³ the Trust has made an active commitment to ensure that terms and conditions of employment for all teaching staff will be no less than those provided for within the STPCD which is entirely irrespective of gender.

The Trust will ensure that terms and conditions of employment for all support staff will be no less than those provided for under national and local agreements for school-based staff, as outlined in the Green Book and local conditions of service for schools which are entirely irrespective of gender.

6. Pay Determination

The Board of Trustees is responsible for determining the salaries of all staff. All decisions on pay are made within the context of the Trust's pay policy for Teaching and Support staff (which the Trust Board has adopted from the local authority).

The Trust is committed to being an employer of choice and the intention of this policy is to support this ethos by providing for all staff to be valued and to receive appropriate financial recognition for the duties undertaken. There will be equality of opportunity for all staff and decisions will be made on a non-discriminatory basis.

To ensure fairness, transparency and consistency across all schools within the Trust, assessment of performance and the subsequent pay recommendations that are made will be supported and rooted in evidence. Scrutiny by the Trust's Pay and Performance Committee will ensure equality of application across the Trust. Staff move through the pay scales for their grade based on a thorough and robust performance management process, meaning earnings are based on performance outcomes, irrespective of their gender.

Robust recruitment and selection processes are followed to ensure no gender bias in selection or career progression.

7. Supporting Statement

I can confirm that the above information has been prepared from our payroll data from 31 March 2024 and fairly presents the Gender Pay Gap information for Newham Community Learning. Equality, Diversity and Inclusion is a strategic priority for the Trust and we remain committed to providing opportunity for development and growth for all our employees. Our Executive Leadership Team has instigated an Equalities Group which consists of representatives from across the Trust, and which reports on its work to the Trust Board.

The contents of this report, together with external benchmarking data, will be provided to this Group for review. The information will also, as appropriate, feed into the work of the Staff Wellbeing Group. Finally, the Trust is investing in new systems to ensure that staff reporting and analysis is effective and can inform practice.

³ School Teachers Pay and Conditions Document September 2021 - Department for Education



Anthony Wilson
CEO, Newham Community Learning