

# Newham Community Learning: Gender Pay Gap Reporting

Approved by: Newham Community Learning

Last review date: for the reporting period 31 March 2025 to snapshot date 31 March 2026

# Gender Pay Gap Reporting - as at 31 March 2026

## 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 2026.

Across Newham Community Learning, as at 31 March 2026, 74.75% of the Trust is female and 25.25% is male. These figures are based on a headcount of 453 women and 153 men. Data from 31 March 2024, 74.29% of the Trust is female and 25.71% is male.

## 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 2026, NCL had 606 members of staff in scope for this report<sup>1</sup>. 74.75% of the Trust's staff are female and 25.25% 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 £34.62 [March 2024 = £29.45]

The mean female hourly pay across NCL is £26.5 [March 2024 = £24.37]

Mean gender pay gap (calculated using hourly pay) = 23.5% [March 2024 = 17.25%]

This means that on average, men at NCL are paid 23.5% more than women [March 2024 - men were paid 17.25% more than women].

### 4.2. Median hourly pay

The median male hourly pay across NCL is £35.65 [March 2024 = £28.11]. For females, it is £23.77 [March 2024 = £22.03].

Median pay difference (calculated using hourly pay) = 33.3% (previous snapshot = 21.63%).

This means that when using the median, men at NCL are paid 33.3% more than women [March 2024 - men were paid 21.63% more than women].

### 4.3. Bonus pay

Percentage of women who received a bonus = 0.2% [March 2024 = 13.2%] Percentage of men who received a bonus = 0% [March 2024 = 5.3%]

Mean gender pay gap using bonus pay = N/A (No men received a bonus).

Median gender pay gap using bonus pay = N/A (No men received a bonus).

*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%)	9.2%	90.8%
Lower middle (26-50%)	21.7%	78.3%
Upper middle (51-75%)	27.8%	72.2%
Upper (76-100%)	42.4%	57.6%

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. Data Comparison

Comparing the gender pay gap reporting from previous reporting periods reveals a widening of the pay gap at Newham Community Learning.

### Changes in Hourly Pay

- **Mean Gender Pay Gap:** The mean pay gap has increased significantly from 17.25% in 2024 to 23.5% in 2026. This means that, on average, men are now paid 23.5% more than women, compared to 17.25% two years prior.
- **Median Gender Pay Gap:** The median gap also saw a substantial rise, moving from 21.63% in 2024 to 33.3% in 2026.
- **Hourly Rates:** While pay for both genders increased, men's mean hourly pay rose more sharply (from £29.45 to £34.62) than women's mean hourly pay (from £24.37 to £26.50).

### Where the Changes Occurred (Pay Quartiles)

The shift in the pay gap is reflected in how men and women are distributed across the four pay quartiles:

- **Lower Quartile:** The proportion of men in the lowest-paid 25% of roles decreased from 15.7% to 9.2%, while the proportion of women in this bracket increased from 84.3% to 90.8%.
- **Upper Quartile:** Conversely, the proportion of men in the highest-paid roles increased from 39.8% to 42.4%, while the proportion of women in these roles dropped from 62.2% to 57.6%.
- **Staff Composition:** Despite these shifts in pay distribution, the overall gender split of the Trust remained very stable, with women making up 74.29% of the workforce in 2024 and 74.75% in 2026.

### Changes in Bonus Pay

There was a drastic reduction in bonus payments across the Trust.

- In 2024, 13.2% of women and 5.3% of men received a bonus.
- By 2026, no men received a bonus, and only 0.2% of women (amounting to one person based on the headcount) received one. Because no men received a bonus in 2026, the mean and median bonus pay gaps were recorded as "N/A".

### Likely Reasons for the Gap

These gaps do not stem from paying men and women differently for the same work. The Trust remains confident in its equal pay practices, the widening gap is attributed to:

- **Occupational Segregation:** The gap is a result of the specific roles men and women hold within the Trust and the different salaries those roles attract.
- **Workforce Demographics:** The overall pay gap is heavily influenced by the low proportion of males compared to female employees.
- **Flexibility and Part-Time Roles:** The Trust offers many roles on a part-time or term-time only basis to remain family-friendly, and a substantial number of employees who utilise this flexibility are female.
- **Performance-Based Progression:** Pay recommendations are rooted in evidence and a performance management process, meaning earnings are tied to performance outcomes rather than gender.

### Comparison to National Education Benchmarks

NCL's gender pay gap has widened between 2024 and 2026:

- **Mean Gap:** Increased from 17.25% to 23.5%.
- **Median Gap:** Increased from 21.63% to 33.3%.

**External Context:** According to the UK's Office for National Statistics (ONS) and recent Department for Education data, the average gender pay gap in the education sector often ranges between 15% and 20%. NCL's 2026 mean gap of 23.5% and median gap of 33.3% appear to be higher than the typical national average for the sector. This is likely driven by the extreme concentration of women in the lowest pay quartile (90.8%) compared to the Trust's overall female workforce (74.75%).

### Commitment to Further Reduce the Gap

Based on the challenges identified, specifically occupational segregation and the shift in quartile distribution, NCL will consider the following actions:

- **Reverse the Upper Quartile Trend:** Between 2024 and 2026, the proportion of women in the highest-paid roles (Upper Quartile) dropped from 62.2% to 57.6%, while men's representation in those roles increased. NCL will use its Equalities Group to investigate if there are barriers preventing women from reaching or staying in these top-tier positions.
- **Leverage New Data Systems:** The Trust is currently investing in new systems for effective staff reporting and analysis. These systems will be used to conduct a deep dive into why men's mean hourly pay rose by £5.17 over two years while women's rose by only £2.13. This would ensure the performance-based progression is being applied without any unintended gender bias.

- **Address the "Lower Quartile" Concentration:** Women now make up 90.8% of the lowest-paid roles, up from 84.3% in 2024. NCL will explore initiatives to encourage more men into these support and junior roles to balance the distribution.
- **Expand Career Pathing for Part-Time Staff:** The Trust acknowledges that a substantial number of its part-time and term-time employees are female. To reduce the gap, the Equalities Board will look at enhancing career progression pathways specifically for these flexible roles, ensuring that taking a part-time position does not stall a woman's move into higher pay brackets.
- **Review Recruitment for Senior Technical/Specialist Roles:** Since the gap is attributed to the salaries that these roles attract, NCL will review its recruitment processes for high-salary specialist roles to ensure they are attracting a diverse pool of candidates and not defaulting to male-dominated fields. In particular, adherence will be made to the Trust's new Recruitment and Selection Policy and its commitment to internal sourcing and equality of opportunity for existing staff members.

## . 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 all<sup>2</sup>.

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.

<sup>2</sup>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.

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.

Although not bound by the School Teachers' Pay and Conditions document (STPCD)<sup>3</sup> 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.

## 7. 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.

## 8. Supporting Statement

I can confirm that the above information has been prepared from our payroll data from 31 March 2026 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.

<sup>3</sup> School Teachers Pay and Conditions Document September 2021 - Department for Education



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