

Gender Pay Gap Report 2024

Sussex Learning Trust as an employer is 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. We are required to publish the results on our own website and a government website. We will do this within one calendar year of 31 March 2024.

We can use these results to assess:

- The levels of gender equality in our workplace
- The balance of male and female employees at different levels
- How effectively talent is being maximised and rewarded.

The results for the statutory calculations are:

1. The Mean Gender Pay Gap – The difference between the mean hourly rate of pay that male and female full-pay relevant employees receive: **33.16%**.

This shows that, overall, female employees receive lower pay than male employees.

2. The Median Gender Pay Gap – The difference between the median hourly rate of pay that male and female full-pay relevant employees receive: **61.85%**.

This shows that, typically, female employees receive lower pay than male employees.

3. The Mean Bonus Gender Pay Gap – The difference between the mean bonus pay that male and female relevant employees receive: **100%**.

Only one male member of staff received a bonus in the period under review.

4. The Median Bonus Gender Pay Gap – The difference between the median bonus pay that male and female relevant employees receive: **100%**.

Only one male member of staff received a bonus in the period under review.

5. The proportion of males and females receiving a bonus payment – The proportion of male relevant employees who were paid any amount of bonus pay, and the proportion of female relevant employees who were paid any amount of bonus pay.

Proportion of male staff receiving a bonus: **1%**

Proportion of female staff receiving a bonus: **0%**

Only one male member of staff received a bonus in the period under review.

6. The proportion of males and females in each quartile pay band:

- **Lower Pay Band Quartile**

Male Employees: 7.38% Female Employees: 92.62%

- **Lower Middle Pay Band Quartile**

Male Employees: 12.00% Female Employees: 88.00%

- **Upper Middle Pay Band Quartile**

Male Employees: 26.00% Female Employees: 74.00%

- **Upper Pay Band Quartile**

Male Employees: 37.33% Female Employees: 62.67%

Supporting Statement and Narrative

Sussex Learning Trust – Gender Pay Equality Statement

Sussex Learning Trust is committed to being an equal opportunities employer. We do not discriminate in any way, as defined by the Equality Act 2010 and other relevant legislation, in relation to recruitment, performance management, or career development.

All employees receive equal treatment, regardless of gender, in the terms and conditions of their employment. Our pay scales are reviewed in consideration of the national pay recommendations from the School Teachers' Pay & Conditions Document and the NJC scale; they are regularly reviewed to maintain competitiveness. When reviewing or creating roles, we actively consider reducing the gender pay gap to ensure that 'like' work and work of equal value is fairly reflected.

Our data shows that men are more likely to occupy higher-paid roles (such as leadership and full-time teaching positions), while lower-paid, part-time roles (such as teaching assistants, student welfare support, catering, lunchtime supervision, and cleaning) are predominantly held by women. Many of these roles are taken by primary carers seeking to balance work with caregiving responsibilities, which remains a societal trend.

Sussex Learning Trust is dedicated to developing talent within our organisation. Many female employees start in entry-level roles and progress to senior, higher-earning positions—demonstrated through our internal case studies. Additionally, our policies undergo regular equality impact assessments to ensure continuous efforts to close the gender pay gap.

Jonathan Morris

Chief Executive Officer – Sussex Learning Trust