

Thrive Board Meeting

Report by: Stuart Carrington, CFO

Date: 10/1/23

Agenda Item: 10

Title: Gender Pay Gap

1: Background Information

Thrive Co-operative Learning Trust 2021 to 2022

Gender Pay Gap Data

The Trust has calculated the gender pay gap in line with government expectations. This calculation is based upon a total of 750 employees on the payroll on the 'snapshot' date 31 March 2022. When looking at the figures (found at the end of this document) it is useful to know that the Trust workforce consists of two distinct groups paid in very different ways: teachers and support staff.

Teachers

Teachers, whether female or male, are paid on an agreed scale within the Trust's Pay Policy. Teachers of similar experience and performance within a subject and holding similar responsibilities are, therefore, paid the same for their work regardless of gender. Posts are advertised indicating the salary range that applies.

Support staff

The trust employs the vast majority of its staff in-house rather than outsourcing services such as cleaning and catering, as some academies and MATs do. Support staff roles are advertised with the pay range to be paid for the role which is determined by an independent job evaluation specialist. There is no differentiation by gender. Support staff have salary increases each year within the published scale.

The Thrive Cooperative Learning Trust is committed to equal opportunities for a range of characteristics; this would include pay equality for men and women so that men are not paid more than women for undertaking the same job role or vice versa.

Gender Pay Gap Figures

Headline Data (Table 1)

Difference in mean hourly rate of pay	22.8% (22.9%)	Women's mean hourly rate is 22.8% lower than mens
Difference in median hourly rate of pay	41.6% (36.1%)	Women's median hourly rate is 41.6% lower than mens
Difference in mean bonus pay	n/a	[Bonuses are not paid]
Difference in median bonus pay	n/a	[Bonuses are not paid]
Percentage of employees who received bonus	n/a	[Bonuses are not paid]

Analysis by Pay Quartile (Table 2)

Employees by Pay Quartile	Women	Men
Top Quartile	80.6% (75.3%)	19.4% (24.7%)
Upper Middle Quartile	84.5% (85.5%)	15.5% (14.5%)
Lower Middle Quartile	81.2% (84.4%)	18.8% (15.6%)
Lower Quartile	95.2% (95.7%)	4.8% (5.4%)

****2020/21 in brackets**

2: Recommendations

Trustees approve the gender pay gap information for submissions