

Thrive Board Meeting
Report by: Paula Saleh, CFO
Date: 17/01/2025
Agenda Item: 08
Title: Gender Pay Gap

1: Background Information - Thrive Co-operative Learning Trust 2023 to 2024

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 866 employees on the payroll on the 'snapshot' date 31 March 2024. 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 and in line with the School Teachers' Pay and Conditions document. 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 job evaluation. There is no differentiation by gender. Support staff have salary increases each year within the published scale. This is in line with the National Joint Council for Local Government Services (Green Book).

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	26.71% (29.19%)	Women's mean hourly rate is 26.71% lower than mens
Difference in median hourly rate of pay	52.77% (35.01%)	Women's median hourly rate is 52.77% 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	74% (83%)	26% (17%)
Upper Middle Quartile	80% (77.2%)	20% (22.8%)
Lower Middle Quartile	84% (85.5%)	16% (14.5%)
Lower Quartile	94% (93.75%)	6% (6.25%)

****2022/23 in brackets**

2: Recommendations

Trustees approve the gender pay gap information for submission.