

Gender Pay Gap Summary – October 2021

The Cabot Learning Federation (CLF) recognises that having a diverse workforce continues to be vital to its success. The gender pay gap data will facilitate on-going organisation wide conversations with senior leaders regarding the gender pay gap data, the associated conclusions and how meaningful actions can arise from the data.

Our 12,500 students come from a wide range of backgrounds across the North Somerset, Bristol and South Gloucestershire areas. We recognise that a diverse workforce which is truly representative of our students will support their ambitions and life chances.

The CLF gender pay gap is against a background a 75% female workforce. We employ a greater proportion of women than men across all quartiles. The numbers of women are a significant majority in the lower quartiles. This in part reflects the nature of the roles and is consistent with wider occupational segregation in society.

The value of this data is in the questions it raises and the subsequent actions we take as a Federation. These statistics provide a valuable means for us to continue to challenge our equality and diversity agenda.

Due to the impact of the Coronavirus pandemic gender pay gap data was not required to be published for the year 2019/20. A further 6 months was allowed for the publishing of the 2020 data. The data referenced in this summary is from a snapshot date of 31 March 2020 and published on the [government website](#).

Cabot Learning Federation Gender Pay Reporting 31st March 2020			
	Male	Female	Paygap
Total Hourly Rate	11,036.970	25,151.940	
Total Head Count	452	1,333	
Standard Hourly Rate (Mean)	24.41	18.86	22.7%
Standard Hourly Rate (Median)	22.06	13.42	39.2%
Bonus			
	Male	Female	Paygap
Total Bonus Rate	-	-	
Total Head Count	-	-	
Standard Bonus Rate (Mean)	-	-	0%
Standard Bonus Rate (Median)	-	-	0%
Paybands			
	Male	Female	
Upper quartile	36.77	63.23	
Upper middle quartile	30.94	69.06	
Lower middle quartile	17.94	82.06	
Lower quartile	15.66	84.34	
Total % of workforce	25%	75%	

The 2020 data compared to the previously reported 2018 data provides positive indicators in respect of:-

- An increase in the % of females within the upper pay quartile from 61.8% to 63.2%
- A reduction in the % of females within the lower pay quartile from 88.1% to 84.3%
- A reduction in the mean gender pay gap from 24.5% to 22.4%

In addition, and whilst not a reportable indicator, two thirds of our senior leadership teams within Academies and Central Team are female, as are 63% of our Principals and 60% of the Executive Team.

The CLF remains committed to continuing to reduce its gender pay gap through:-

- Making gender equality a key component of its equality, diversity and inclusion agenda.
- Providing support to women returning to work from maternity leave through a range of flexible options including part time working, job sharing, hybrid working and flexible working hours.
- Assessing the gender impact of all new CLF policies and organisational change projects via equality impact assessments.
- Completing the implementation of a job evaluation system which will ensure consistently competitive salaries across the Federation. In addition, there is a committed aim for no colleagues to receive a pay detriment along with the raising of salaries for some colleagues.
- Succession planning which includes identifying talented female colleagues who are either ready now or ready with development for their next role.
- Creating a group to drive forward the gender focus on women aligned to the overall CLF equality, diversity and inclusion strategy and vision. This will include the creation of forums and groups to enable women to access support as required.

Ian Payne

HR Director | Cabot Learning Federation | October 2021