



**Cabot**  
Learning  
Federation

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# Gender Pay Gap Report

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**Author:**

Rachel Mylrea - HR Director

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**Confidential**

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## 1. Background

The Cabot Learning Federation is a diverse Multi-Academy Trust (MAT) in the South-West covering Bristol, South Gloucestershire and North Somerset. Our mission is to consistently deliver excellent educational experiences for pupils aged 3-19, improving their life chances and serving the communities of which we are a member. We recognise that a diverse workforce which is truly representative of our students will support their ambitions and life chances.

The CLF aims to offer a great place to work with opportunities for staff to undertake fulfilling jobs and have the chance to grow, develop, pursue career progression, and reach their potential. We recognise that 75% of our workforce are female and offer an environment where people feel respected, valued and supported enabling them to balance work with life via a whole range of roles for example as an Academy based term time only Teaching Assistant or a Vice Principal working 4 days a week, we offer something to suit everyone.

We aim to ensure the fair treatment of all staff irrespective of gender through transparent recruitment processes, our pay policy and professional development and are committed to addressing potential barriers to achieving equality.

The CLF's core purpose is defined by our Heart values. All of our initiatives to address our gender pay gap are aligned with our mission to create equity of opportunity by promoting inclusion, removing disadvantage and rejecting discrimination.



## 2. Summary

This report provides a summary of the gender pay gap reporting requirements, as well as a considered analysis and explanation of the data and findings.

With effect from 1 April 2017, under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 as an employer with over 250 employees, the Cabot Learning Federation (CLF) is required to publish statutory gender pay gap calculations every year.

The following gender pay gap information is required:

- Gender pay gap (mean and median averages).
- Gender bonus gap (mean and median averages).
- Proportion of men and women receiving bonuses.
- Proportion of men and women in each quartile of the organisation's pay structure.

The salary data in this report is based on a snapshot of the 31 March 2021 and published on both the CLF's website and the [government website](#).

### 3. Actions to address the gender pay gap

We are committed to continuing to reduce the gender pay gap and will achieve this through:

- Continuing to make gender equality a key component of our equality, diversity and inclusion agenda.
- Assessing the gender impact of all new CLF policies and organisational change projects via equality impact assessments.
- Reviewing and refreshing our attraction strategy to promote roles widely to increase our diversity and to explicitly state where we are under-represented. We will monitor applications, shortlisting and appointments by gender to measure the impact of our approach.
- Succession planning to identify talented female colleagues who are either ready now or ready with development for their next role. Continuing to maximise and encourage development and progression opportunities for all employees, regardless of gender and are pleased that many of our female staff are promoted.
- Promoting flexible working in our leadership roles by offering part-time working where possible and exploring the option of job-share or other forms of flexibility and continuing to provide support to women returning to work from maternity leave through a range of flexible options.
- Continuing to pay the national living wage as a minimum to all our lowest paid staff regardless of age and to progress the work on job evaluation to ensure all our professional roles and structures are well designed and paid fairly and appropriately. We will shortly complete our review of Academy based administration roles which will see an increase in pay for a number of staff, the majority of whom are female. Our aim is to complete the job evaluation project by the end of 2023.

### 4. Gender Pay Data

#### a. Gender Pay Gap

Heading	Male	Female	Paygap
Total Hourly Rate	£11,409.49	£26,624.60	
Total Head Count	456	1,352	
Standard Hourly Rate (Mean)	£25.02	£19.69	<b>21.29%</b>
Standard Hourly Rate (Median)	£21.82	£14.20	<b>34.91%</b>

#### b. Gender Pay Quartiles

Pay Bands	Male	Female
Upper quartile	34.51	65.49
Upper middle quartile	31.19	68.81
Lower middle quartile	17.70	82.30
Lower quartile	17.48	82.52
<b>Total % of workforce</b>	<b>25%</b>	<b>75%</b>

c. *Bonus*

Bonus	Male	Female	Paygap
Total Bonus Rate	-	-	
Total Head Count	-	-	
Standard Bonus Rate (Mean)	-	-	0%
Standard Bonus Rate (Median)	-	-	0%

## 5. Gender Pay Gap Data Commentary

a. *Overview*

On 31 March 2021, there were 1,808 qualifying employees for the snapshot. These are employees that received their ordinary basic pay for that month. Of these 456 were men and 1,352 were women, meaning women represent 75% of the CLF workforce.

b. *Gender pay gap*

The gender pay gap shows the difference between the average (mean or median) earnings of men and women. This is expressed as a percentage of men's earnings. Using the calculation determined by the regulations, based on the standard hourly rate the mean pay gap on the 31 March 2021 was 21.9 % lower for women, whilst the median pay gap was 34.91%.

The Trust has compared the 2021 Gender Pay data with the 2020 data, and the mean gender pay gap using the governments recommended calculation demonstrates our pay gap has reduced from 22.7% to 21.29% which is a 1.5% improvement. The median gender pay gap has also decreased from 39.2% to 34.91%. which is a 4.3% improvement on the previous year. This tells us that the average salary for women has moved closer to the average salary for men in the last year. Therefore, women on average earn more in 2021 than they were in 2020.

c. *Gender pay quartile*

As detailed previously, 75% of the workforce are women, and 25% men. Therefore, this becomes our benchmark when considering the pay quartiles. The snapshot data demonstrates that the lower quartiles exceed the overall workforce benchmark data of 75% for women. Whereas the upper quartiles snapshot data is under the overall workforce benchmark data of 75% for women.

It should be noted that the CLF has agreed pay scales and bandings for all jobs across the Federation. For Teaching and Leadership positions, these pay scales are in accordance with agreed national recommendations, which are subject to union consultation and annual review.

The Trust identified in previous gender pay reports that it should consider initiatives to attract more women to jobs within the upper quartile and upper middle quartiles. Initiatives to attract women to roles within the upper quartile have been successful, up from 63.2% in 2020 to 65.49% in 2021, (an increase of 2%) but we need to continue until the % of women in the Upper Quartiles is representative of the overall % of women. At present 70% of the Executive Team at the CLF are female.

Within the education sector there are a significant number of part time and term time positions available. These flexible working arrangements can often be accommodated in professional services roles which

include Centrally based functions like HR and Finance, and Academy based roles like Educational Support, Lunchtime supervisors and Teaching Assistants. Generally, parents who wish to be employed, but also retain a work life balance that enables them to care for their children, have sought these types of posts, which has historically attracted a higher proportion of women. Further consideration should be given to attracting more men to roles within the lower quartiles, which will achieve further equality within our gender pay data.

*d. Bonus*

The data published demonstrates a bonus gap of 0% for the CLF as of the 31 March 2021. This is because the CLF do not have any current bonus schemes in place for colleagues.

## 6. Benchmarking

It is important that we benchmark ourselves against other similar organisations. An analysis of gender pay gap data (from 31 March 2021) for 10 other multi academy trusts shows the following:

Trust	Mean	Median
CLF	21.29%	34.91%
The First Federation Trust Education South West	32.09%	55.28%
Ventrus Multi Academy Trust	21.1%	30.8%
The Active Learning Trust	24.3%	31%
Co-op Academies Trust	19.1%	23.3%
East Midlands Education Trust	19.7%	45.6%
Astrea Academy Trust	22.28%	44.06%
Unity Schools Partnership	23.9%	48%
Dixons Academies Trust	16.4%	22%
The White Horse Federation	26%	47.1%
Outward Grange Academies Trust	22.92%	47.03%
<b>Average</b>	<b>22.7%</b>	<b>39.41%</b>

This data demonstrates that CLF is in line with other multi academy trusts and slightly better than the average of the trusts reviewed. Our median gap is significantly better than the average and much lower than many of the other MATs looked at. This is because whilst we have a slightly higher proportion of men in the upper quartile than in the overall staffing population, we also have a significant number of women in top paid roles.

## 7. Feedback

For any questions or comments on this report, please contact Rachel Mylrea (HR Director) at [Rachel.mylrea@clf.uk](mailto:Rachel.mylrea@clf.uk)