



Cabot
Learning
Federation

Gender Pay Gap Report

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Confidential

1. Background

The Cabot Learning Federation (CLF) is a diverse Multi-Academy Trust (MAT), operating 22 schools located in clusters in 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 enhancing our communities. We maintain an unwavering commitment to a diverse workforce which is truly representative of our students and able to support their ambitions and life chances.

The CLF strategy *Equity Through Education* defines clear goals for the years ahead. Investment in CLF people is one of three core pillars which will underpin our activity until 2030. That means we will continue to recruit, retain, grow and develop the very best people to ensure we deliver an outstanding education for our students. We will seek out thought-seekers, pioneers and benchmark-setters and support them to grow, develop, pursue career progression, and reach their potential.

We take pride in the CLF culture of high inclusion and high engagement, where people feel respected and valued, but are also able to balance work with life through a whole range of flexible working arrangements. We want people at the CLF to feel they are in a place where they belong, and they are supported to succeed. Our EDI strategy reinforces a CLF-wide ethos which includes a commitment to advancing equal opportunities for all, and eliminating discrimination on any basis.

In an organisation where three quarters of the workforce are female, a commitment to fair treatment of all staff irrespective of gender is clear. It is embodied through the CLF's transparent recruitment processes, pay policy and professional development opportunities. We are committed to addressing all potential barriers to achieving equality.

All of this is anchored in the CLF's Heart values – a foundation of all CLF activity. Initiatives to tackle 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 2022 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:

- Having People at the core of our 2030 strategy and promoting the CLF as a great place to work, celebrating diversity and marking occasions like International Women's day.
- Having Equality, Diversity and Inclusion as a sub strategy of our 2030 strategy of which gender equality is a key component.
- Assessing the gender impact of all new CLF policies and organisational change projects via equality impact assessments. Specifically developing policy and practice that benefits women e.g. our menopause guidance and network for staff.
- Developing and monitoring our methods to attract and retain women leaders including succession planning to identify talented female colleagues and encouraging uptake of development and progression opportunities. Reviewing our attraction and selection processes to increase the number of men throughout the organisation.
- Promoting flexible working in our leadership roles by offering part-time working where possible, exploring the option of job-share and supporting women returning from maternity leave through a range of flexible options.
- Continuing to review the pay of our lowest paid staff to ensure they are paid a fair wage and to complete the work on job evaluation to ensure all our professional roles and structures are well designed with parity across the Trust. We have so far completed our teaching assistant and Academy administration roles which has had a positive impact on these staff, the majority of whom are female. We will shortly complete our review of Wrap around Care roles and aim to complete our Professional Services posts by the summer.

4. Gender Pay Data

a. Gender Pay Gap

Heading	Male	Female	Paygap
Total Hourly Rate	£11,444.35	£27,293.37	
Total Head Count	457	1,374	
Standard Hourly Rate (Mean)	£25.04	£19.86	20.68%
Standard Hourly Rate (Median)	£21.82	£14.28	34.55%

b. *Gender Pay Quartiles*

Pay Bands	Male	Female
Upper quartile	35.01	64.99
Upper middle quartile	30.35	69.65
Lower middle quartile	18.78	81.22
Lower quartile	15.72	84.28
Total % of workforce	25%	75%

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 2022, there were 1,831 qualifying employees for the snapshot. These are employees that received their ordinary basic pay for that month. Of these 457 were men and 1,374 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 2022 was 20.6 % lower for women, whilst the median pay gap was 34.55%.

The Trust has compared the 2022 Gender Pay data with the 2021 data, and the mean gender pay gap using the governments recommended calculation demonstrates our pay gap has reduced from 21.3% to 20.6% which is a 0.7% improvement. The median gender pay gap has also decreased from 34.91% to 34.55%. which is a 0.36% 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 2022 than they were in 2021.

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 quartiles have generally been successful, up from 68.81% in 2021 to 69.65% in 2022 in the upper middle quartile and remaining at 65% in the upper quartile but we need to continue until the % of women in the Upper Quartiles is representative of the overall % of women. At present 67% 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. This can be seen in the above data where in the lower quartiles women account for over 80% of the population. 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 and ensure an equal distribution of both men and women throughout our pay scales.

d. Bonus

The data published demonstrates a bonus gap of 0% for the CLF as of the 31 March 2022. 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 2022) for other multi academy trusts gives a pay gap mean of around 22% so the CLF has a slightly smaller gap than some others in the sector.

7. Feedback

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