



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 35 schools located in clusters in Bristol, South Gloucestershire, Gloucestershire, Somerset and North Somerset. Our mission is to consistently deliver excellent educational experiences for pupils aged 2-19, improving their life chances and serving the communities of which we are a member.

During the past year we have grown from 22 to 35 academies and expanded our reach to Somerset and Gloucestershire, meaning we are now responsible for the education of some 18,000 children. In turn, our staff headcount has increased by 50% from 2,000 to 3,000. We are excited by this growth and the opportunity this provides us to impact on the ambitions and life chances of more children. Whilst this increase in staffing will not be reported on until 2025, we maintain an unwavering commitment to a diverse workforce which is truly representative of our students and the communities we serve.

The CLF strategy *Equity Through Education* defines clear goals for the years ahead. Investment in CLF people is one of three core elements of a strategy which underpins our activity until 2030. Our Professional Services plan for 2023-24 is focused on recruiting, staying, growing and developing well to ensure we attract and retain the very best people to deliver an outstanding education for our students. Growth has presented opportunities for progression and the chance to consider how we operate at scale, including optimising digital solutions and data insights to focus our resources.

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 flexible working arrangements. We want people at the CLF to feel they are in a place where they belong and 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 is 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 staff at 31 March 2023 and published on both the CLF's website and the [government website](#).

The gender pay gap is a measure of the difference between the average hourly earnings of men and women and should not be confused with equal pay. Equal pay is the legislation that makes it unlawful to pay people less for doing work of the same value based on their gender. At the Cabot Learning Federation, we take equal pay seriously and are confident the required steps are taken to ensure our staff are paid fairly in their job roles.

3. Actions we have undertaken this year to address the gender pay gap:

- a. Ensured all our employees are paid the real living wage as a minimum, recognising that women make up over 80% of the lowest quartile. We have also completed job evaluation of our lowest paid roles to move staff onto our new pay scales which pays above the real living wage. We have also rolled out job evaluation to the new schools which have joined us to ensure pay parity across the trust.

- b. Offered women in leadership development opportunities, for example a Women in Leadership apprenticeship.
- c. Ran a day for women who were on maternity leave at our summer conference where they could bring their baby to work for the day and connect with others, learn about our policies and gain support in returning to work.
- d. Developed policy and practice which specifically benefited women. For example, we improved our offer for women on maternity leave by increasing full pay for the first eight weeks and not requiring women to return for 13 weeks at the end of maternity leave to enjoy these benefits. We have been developing a menopause policy, fertility policy, improvements to flexible working and carer's leave.
- e. Established a network of 50 mental health and wellbeing leads, who this year have focused on fertility and female mental health matters, and men's health topics as the core strands of their work.

4. Actions for this year to address the gender pay gap include:

- a. A wellbeing sub-strategy that utilises data insights to drive initiatives to support staff at work, including wellness apps, line manager training and training in mental health first aid for colleagues, and job design.
- b. A commitment to regular wellbeing check-ins through systems and structures related to professional development, and an approach to share responsibility for wellbeing that supports proactive action and discussion of opportunities to stay well at work.
- c. A continued commitment to reviewing workload for teachers, scheduling preparation, planning and assessment time and directing time well.
- d. An equality, diversity and inclusion sub-strategy which covers various strands of work, part of which is to continue to gather, analyse and report back on staffing data to our Board and leaders and use this insight to inform our practice and focus.
- e. A programme of training for managers on positive management to ensure all staff are supported in their roles.
- f. Offering sessions on topics particularly pertinent for women at our summer conference, including menopause, maternity leave and flexible working.
- g. Launching our improved family friendly policies and guidance by autumn 2024.
- h. Assessing the gender impact of all new CLF policies and change projects via equality impact assessments and continuing to develop policy and practice that benefits women.
- i. 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.
- j. 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 and better understanding the challenges facing those with caring responsibilities and women returning to work

- k. Reviewing our attraction and selection strategies to increase the number of men in all roles throughout the organisation.
- l. Improved careers webpages to share staff stories and sell the benefits of working for the CLF. Promoting flexible options where available, such as term-time-only contracts and hybrid working.
- m. Continuing the job evaluation of professional services staff by focusing on pastoral and other education support roles to ensure they are paid a fair wage and structures are well designed with parity across the trust.

5. Gender pay data

a. Gender pay gap

31 March 2023	Male	Female	Pay gap
Total hourly rate	£12,950.40	£29,611.21	
Total head count	486	1,393	
Standard hourly rate (mean)	£26.647	£21.257	20.23%
Standard hourly rate (median)	£23.557	£15.842	32.75%

b. Gender Pay Quartiles

Paybands	Male	Female
Upper quartile	36.46	63.54
Upper middle quartile	31.91	68.09
Lower middle quartile	17.45	82.55
Lower quartile	17.66	82.34
Total % of workforce	25.86%	74.14%

c. Bonus

Bonus	Male	Female	Paygap
Total bonus rate	-	-	
Total head count	-	-	
Standard bonus rate (mean)	-	-	0%
Standard bonus rate (median)	-	-	0%

6. Gender pay gap data commentary

a. Overview

On 31 March 2023, there were 1,879 qualifying employees for the snapshot. These are employees who received their ordinary basic pay for that month. Of these 486 were men and 1,393 were women, meaning women represent 74% of the CLF workforce.

Education has a predominance of women, and the CLF with 74% of the workforce is not out of kilter with the sector. Our challenge is to see this percentage within each of the quartiles.

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 31 March 2023 was 20.2% lower for women, whilst the median pay gap was 32.75%.

The trust has compared the 2023 gender pay data with the 2022 data, and the mean gender pay gap using the government's recommended calculation demonstrates our pay gap has slightly reduced from 20.6% to 20.2% which is a 0.4% improvement. The median gender pay gap has also decreased from 34.55% to 32.75%. which is a 1.8% 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 past year. Therefore, women on average earned more in 2023 than they were earning in 2022.

The median pay gap tends to be higher in sectors where there is a predominance of women.

c. Gender pay quartile

As detailed previously, 74% of the workforce are women, and 26% men. Therefore, this becomes our benchmark when considering the pay quartiles. The snapshot data demonstrates the lower quartiles exceed the overall workforce benchmark data of 74% for women. Whereas the upper quartiles snapshot data is under the overall workforce benchmark data of 74% 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. This year we have maintained more than 60% in our upper pay quartiles but still have work to do to increase this

further and are focused on increasing flexible working options to make this achievable. We are also keen to attract more men into roles which fall in the lower quartiles to help achieve an equal split through all levels. This picture has improved this year with a reduction to 82% of women in the lowest quartile, compared to 84% last year. At present 60% of the Executive Team and 58% of Principals 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 which enables them to care for their children, have sought these types of posts, which has historically attracted a higher proportion of women. The attraction of men to these roles continues to be a challenge but we remained in our commitment to achieve 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 2023. This is because the CLF does not have any current bonus schemes in place for colleagues.

7. Benchmarking

It is important that we benchmark ourselves against other similar organisations. A review of gender pay gap data (from 31 March 2023) for other large multi academy trusts (over 1,000 employees) show gender pay gaps from 15% to 29% with our gap of 20% falling well within this range and better than many trusts. The same is true for the median which ranges from 12% to 46% in other trusts and ours is 32%.

8. Feedback

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