

Coast and Vale Learning Trust

Gender Pay Gap Report 2023



Introduction

Coast and Vale Learning Trust is an employer required by law to report on the gender pay gap in order to show the pay gap between our male and female employees. This is different to equal pay, which is the difference in pay between men and women who do the same job and role.

Data Used

The information below shows the gender pay gap that exists within Coast and Vale Learning Trust, using a snapshot from the Trust’s payroll based on staff employed at 31st March 2023.

Results

Coast and Vale Learning Trust are required to report on 4 areas and the results of these calculations are as follows:

- 1. **The mean (average) gender pay gap:** The difference between the mean hourly rate of pay for men and women employed at the Trust is 20.14% lower for female employees. (For 2022 this was 20.63%)
- 2. **The median gender pay gap:** The difference between the median hourly rate of pay for men and women employed at the Trust is 54.70% lower for female employees. (For 2022 this was 44.09%)
- 3. **The mean and median bonus gender pay gap:** The mean and median bonus gender pay gap is 0%. This is due to the fact that Coast and Vale Learning Trust have no employees in roles that attract a bonus payment.
- 4. **The percentage of men and women in each hourly pay quarter:**



Supporting Statement

Coast and Vale Learning Trust had 474 relevant employees on 31st March 2023 which is an increase of 81 employees compared to the previous reporting period. 22% of employees were male and 78% were female. As per the above, females are the dominant workforce across the four pay quartiles.

Since the last reporting period, the Trust has grown to include one additional secondary school. We are in no doubt that the gap in mean and median pay between male and female staff members is not a result of paying men and women differently for work of equal value, but rather reflects the composition of the workforce. We have found that many of the lower paid and part time roles attract more female applicants, and this is not uncommon for the educational sector.

The Trust is committed to ensuring fair pay for all staff members regardless of their gender. All pay award decisions are made by designated committees. The Trust uses nationally recognised pay structures for both teaching (STPCD) and support staff (NJC).

Signed:



Date: 19/02/2024

Brian Crosby MBE
Chief Executive Officer