



LAURUS
TRUST

Gender Pay Gap Report

2023

Introduction

This annual report provides information on the Gender Pay Gap at The Laurus Trust for the snapshot date of 31 March 2023.

Under the Equality Act 2010 and as an employer with over 250 employees, the Laurus Trust is required to publish information relating to pay, as detailed in this report.

As of the 31 March 2023, the Laurus Trust employed a total of 1,004 staff.

What is the gender pay gap?

Whilst equal pay concerns the pay difference between individuals or groups performing the same or similar work, gender pay gap is concerned **with difference in the average earnings of men and women**, regardless of their role or seniority and irrespective of whether they are full-time or part-time. It is therefore a broader measure capturing not simply any equal pay issues within an organisation but also any pay inequalities resulting from differences in the sorts of jobs performed by men and women and the gender composition of the workforce by seniority.

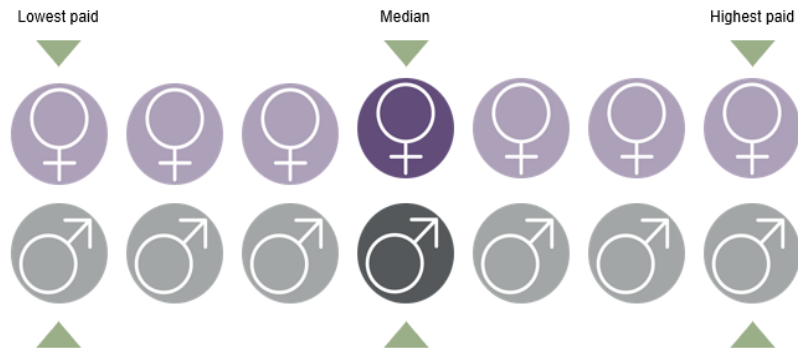
The following information is included:

- Mean gender pay gap in hourly pay;
- Median gender pay gap in hours pay;
- Quartile pay bands.

The intention of the pay gap reporting is to focus the Trusts' attention on taking action to reduce those inequalities.

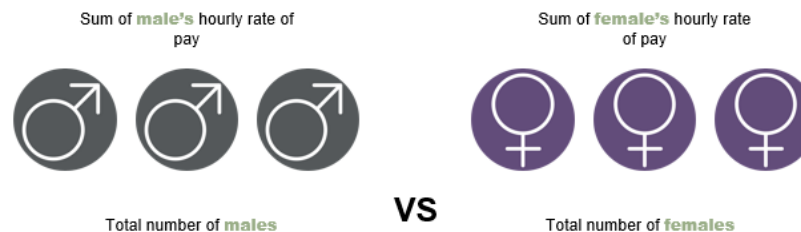
Distinguishing between median and mean

Median calculation



The median is the figure that falls in the middle of a range when the wages of all relevant employees are lined up from smallest to largest. The median gap is calculated based on the difference between the employee in the middle of the range of male wages and the middle employee in the range of female wages.

Mean calculation



The mean is calculated by adding up the wages of all relevant employees and dividing the figure by the number of employees.

The mean gender pay gap is calculated based on the difference between mean male pay and mean female pay.

How we define “women” and “men”

The data within this report has been calculated by using the terms “women” and “men” to represent our employee’s legal gender.

What is a relevant employee for the Laurus Trust?

Relevant employees are all people employed by the Laurus Trust on the 31st March each year, who:

- Have a contract of employment with the Laurus Trust (including those employees working part-time, job-sharing and employees on leave), or
- Are self-employed, where they must perform the work themselves for the Laurus Trust.

Relevant employees are counted on an individual basis not as a full-time equivalent meaning part-time employees, including job-sharers, employed by the organisation on the snapshot date are all counted.

(GOV.UK, 2024)

What is a full-pay relevant employee for the Laurus Trust?

Full-pay relevant employees are all people employed by the Laurus Trust on the 31st March each year who are either:

- paid their usual full basic pay – including paid leave – or paid for piecework during the pay period in which your snapshot date falls, or
- paid less than their usual basic pay or piecework rate, but not because of leave (for example, because they have irregular working hours).

When to exclude full-pay relevant employees:

We have not included a full-pay relevant employee if they were not paid their usual full basic pay or piecework rate because they were on leave. This includes employees on:

- annual leave;
- maternity, paternity, adoption, parental or shared parental leave;
- sick leave;
- special leave;
- any other forms of leave (for example, study leave or sabbaticals).

(GOV.UK, 2024)

Pay Gap versus Equal Pay

The gender pay gap is not the same as unequal pay. Unequal pay is giving women less than men for the same work. This has been unlawful since the Equal Pay Act was introduced in 1970. This report explores the reasons why the Laurus Trust continues to have a gender pay gap and identifies how we intend to close the gap.

The Laurus Trust Pay Structure

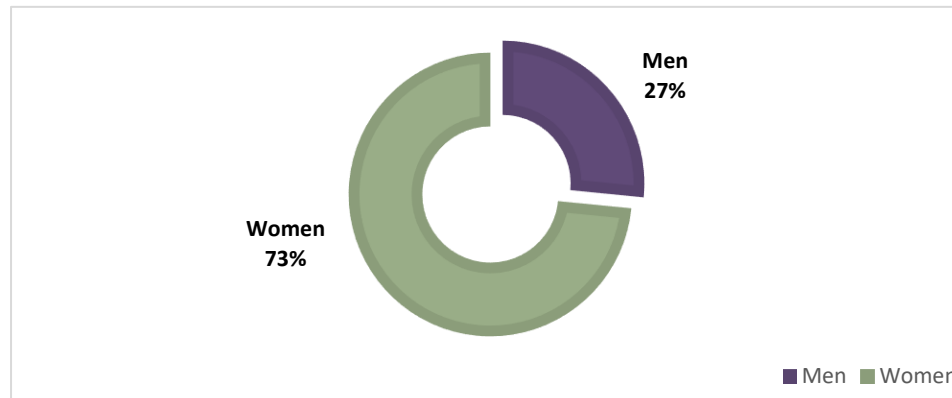
Teachers and support staff are paid in accordance with the structured pay system as set out in the Trust’s Pay Policy which includes the requirement for all new support staff posts to be evaluated under a consistent job evaluation scheme (Greater London Provincial Council Job Evaluation Scheme) to ensure a fair structure and eliminate any gender bias.

Our Results

Throughout the Laurus Trust there are many different roles and a variety of pay rates.

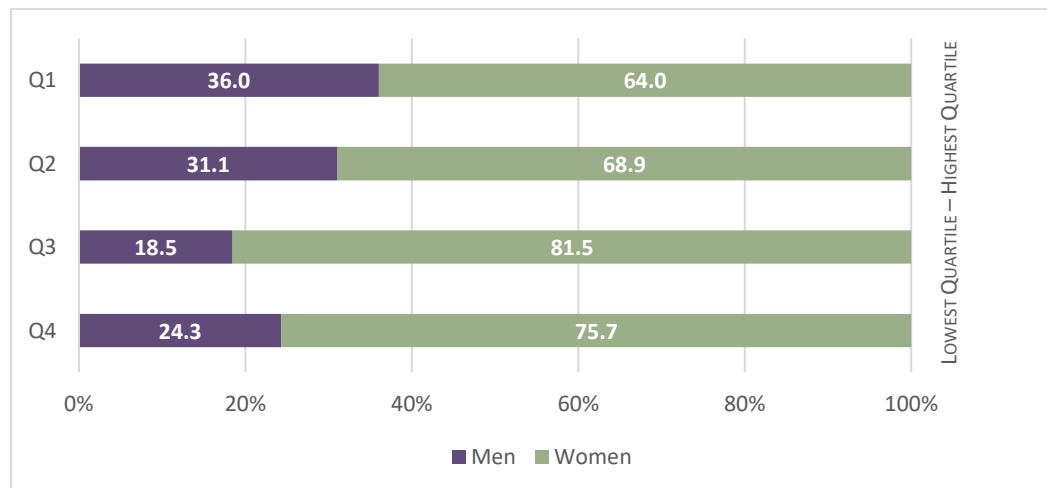
On 31 March 2023: **888** full-pay relevant employees, **644** women, **244** men.

Percentage of men and women employed (March 2023)



- 73% of the Trust's workforce are female (*relevant employees*)
- 68% of teaching staff are female
- 78% of support staff are female

Proportion of men and women by pay (March 2023)



- The current workforce comprises of 73% female and 27% male employees. The chart displays pay quartiles by gender. The data shows the Trust's workforce divided into four quartiles based on hourly pay rates.
- In order for there to be no gender pay gap, there would need to be an equal number of men and women in each pay quartile.
- Women account for 75.7% of employees in the lower pay quartile;
 - Women are well represented at every quartile in the Trust, with 64.0% of employees in the upper quartile being female.

The Laurus Trust Gender pay gap

Gender pay gap	March 2023 888 employees in range	March 2022 757 employees in range	March 2021 691 employees in range	March 2020 629 employees in range
Mean GPG	12.82%	11.49%	12.9%	12.2%
Median GPG	16.93%	12.67%	10.8%	13.4%

- The Trust's mean gender pay gap has increased slightly from 11.49% to 12.82%
- The Trust's median gender pay gap has increased from 12.67% to 16.93%

What are the underlying causes of the Trust's gender pay gap?

The Laurus Trust is an equal opportunities employer and is committed to the principle of equal treatment for all employees.

Working within both the public sector and specifically education, it is common for a high proportion of the workforce to be female.

The use of a structured pay system as set out in the Trust's Pay Policy ensures that staff are paid fairly for 'like work'. On this basis the gender pay gap does not stem from paying men and women differently for like work. It is likely that the Trust's gender pay gap arises from the roles and contract types that men and women have within the Trust. A large proportion of the lower paid and part time roles are carried out by women and this affects the number of hours worked per week, number of weeks worked each year and their average hourly salaries.

It is recognised in the education sector that:

- more women apply to work in the sector due to attractive working patterns, for example part time and term time only contracts enabling them to work around caring responsibilities, which in comparison with full-time jobs, have lower hourly median pay;
- women are much more likely to take time out of their employment for family reasons and as a consequence may be lower on the incremental scales.

Coinciding with growth in the Trust, our mean gender pay gap slightly increased as senior leadership team (SLT) in the top quartile earned promotions and a female Head of School retired. The Trust has seen large growth within the SEN department with a 132% increase from the previous year, a department that is predominantly female (84%) which may speak to the increase to our median GPG.

How do we compare?

Although our pay gap has increased from 2022, we are still **below the national average** within the school sector.

Mean: The most common pay gap range is 10-19.9 per cent | **Median:** The most common pay gap range is 20-29.9 per cent. (Employer Link, 2023)

Employers who operate both secondary and primary schools report a mean average of 18.78% and a median average of 30.2%, meaning our gender pay gap is still **below the average of other multi-academy schools**. (Employer Link, 2023)

Our **female representation** within the top pay quartile is **24.5% higher** than national statistics. (XperHR,2023)

Gender pay gap	The Laurus Trust	Secondary & Primary multi-academy schools	National average for the school sector (XperHR,2023)
Mean GPG	12.8%	18.8%	17.9%
Median GPG	16.9%	30.2%	27.6%

Our Actions

Whilst the Trust's gender pay gap compares well with that of the UK and the education sector, as a whole the Trust remains committed to doing all it can to bridge the gap and continues to act in the following areas:



Progression

From Apprenticeships and Masters degrees to National Professional Qualifications, 10 Year Career Plans and career progression pathways, we invest a considerable amount of time, effort and money in developing our staff, governors and trustees. We use personal development reviews and appraisals, staff development programmes and coaching and mentoring to develop and retain our employees. All our roles are advertised internally and we encourage career progression at every level. We analyse data and identify staff characteristics from our annual staff surveys, learning & development surveys, recruitment surveys and exit interviews to determine barriers for different groups.



Flexible Working

Enhanced family leave is available to support our staff with family commitments and to maintain a work-life balance. We also take a pro-active approach to shared parental leave, flexible working, part-time working, job sharing, compressed or staggered hours and ad-hoc working from home (where appropriate). At the Trust, we understand that staff may want to take an extended break from work due to a number of reasons, for example, to spend more time with loved ones. The Trust is committed to supporting employees' work/life balance and we will do our best to help facilitate sabbaticals for periods of up to 12 months.



Women's Health

We believe it is important to encourage open and honest discussion around women's health to tackle the taboo and to create a supportive, healthy and more equitable workplace. The Trust are working towards gaining a greater understanding of how women's health affects their experience in the workplace – normalising conversations on taboo topics, such as periods and the menopause, to ensure women can remain productive and be supported in the workplace. With the help of our Menopause Champions in all our schools, our aim is to break the stigma and create a working environment where our employees feel comfortable and supported. Our Menopause Champions are a main point of contact for staff to go to if they have any worries or concerns. Having access to regular and honest conversations can help us to ensure the right support is in place enabling staff to continue to do their role effectively.



Staff Development

The Laurus Institute is home to all our professional learning and development opportunities for teaching and support staff. As further professional learning is at the heart of what we do, we provide a comprehensive range of externally accredited programmes and in-house learning and development opportunities to staff at any stage in their career. From skills development sessions to Apprenticeships and Master level qualifications, we invest a significant amount of time and money in the development and progression of our most valuable assets.



Attraction and Selection

We have a wide range of employee benefits available to all our staff as a way to attract, retain and contribute towards improving wellbeing. We are always looking at ways in which we can improve our offering to ensure that our benefits are valuable to our staff. When advertising our roles we consider flexible working patterns, job sharing and gender-neutral language. Structured interviews, skills-based and competency-based assessment tasks are utilised throughout selection and reasonable adjustments implemented where necessary during the interview process.

Omissions from the Trust's Gender Pay Gap Report

As the Trust does not operate a bonus pay scheme for employees the below indicators are not applicable and not reported:

- The difference in mean bonus pay of relevant men and women (the regulations define "Bonus pay" as any remuneration that: Is in the form of money, securities options or interests in securities; and relates to profit sharing, productivity, performance, incentive or commission.);
- The difference in median bonus pay of men and women;
- The proportion of men and women who received bonus pay.



Linda Magrath
Chief Executive Officer



Wendy Mason
Chief Financial Officer

On behalf of the Board of Trustees