



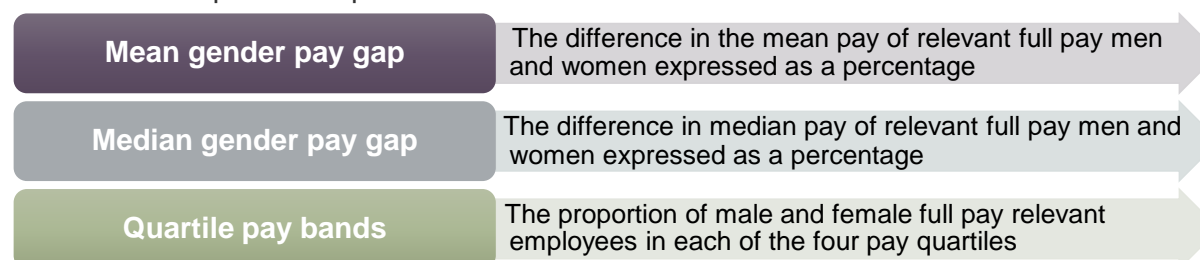
Gender Pay Gap 2020

Gender Pay Gap – Laurus Trust – 2020

Legislative requirements

Under the Equality Act 2010 and as an employer with over 250 employees the Laurus Trust is required to measure and report on the gender pay gap in the organisation. The Laurus Trust is a public sector body and as such has a data capture date of 31st March in each year. The definition of ‘employee’ includes people who have a contract of employment or apprenticeship.

The Trust is required to report on:



Gender pay gap

The gender pay gap is the percentage difference between the pay of men and women. This pay gap report compares the average hourly rates of pay of men and women. This enables a comparison of pay for different jobs irrespective of whether they are full-time or part-time. The gender pay gap differs from equal pay and is not a result of pay disparity for equal work. The Trust works within the boundaries of nationally agreed pay grades and undertakes job evaluation when required to ensure an equitable and consistent pay structure.

Laurus Trust gender pay gap

| Gender pay gap | March 2020 629 employees in range | March 2018 260 employees in range | March 2017 |
|-------------------|--------------------------------------|--------------------------------------|------------|
| Mean GPG | 12.2% | 14.7% | 21.5% |
| Median GPG | 13.4% | 24.5% | 22% |

What do the figures tell us?

- Since reporting began, the Trust has closed its gender pay gap significantly from 21.5% to 12.2%
- Women continue to be well represented across all pay bands with 65% in the highest quartile of pay
- 73.9% of the Trust’s workforce are female
- 69.9% of teaching staff are female
- 78% of support staff are female

How does the Trust compare?

- The gender pay gap in the UK was reported at 15.5% in 2020
- The education sector overall reported a mean gender pay gap of 17.1% in 2020 (www.ons.gov.uk, Nov 2020)

The proportion of males and females by pay

The chart below 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 76.7% of employees in the lower pay quartile
- Women are well represented at every quartile in the Trust, with 65% of employees in the upper quartile being women

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

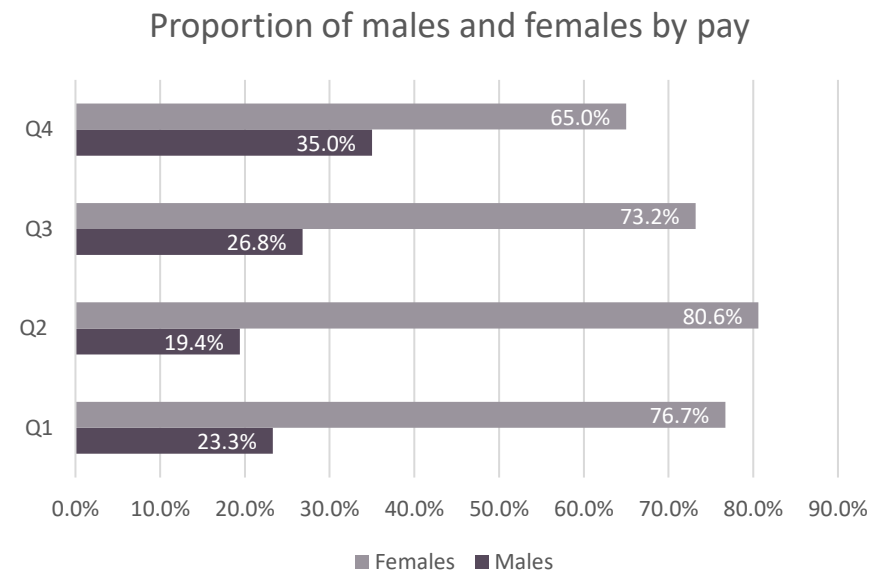
The Laurus Trust is an Equal Opportunities Employer and is committed to the principle of equal treatment for all employees.

Working within both the public sector and specifically education, it is common for a high proportion of the workforce to be female. Through growth and the transfer of Hazel Grove High School, the Trust's workforce has more than doubled since 2018. The current workforce comprises of 73.9% female and 26.1% male employees.

It is recognised in the education sector that:

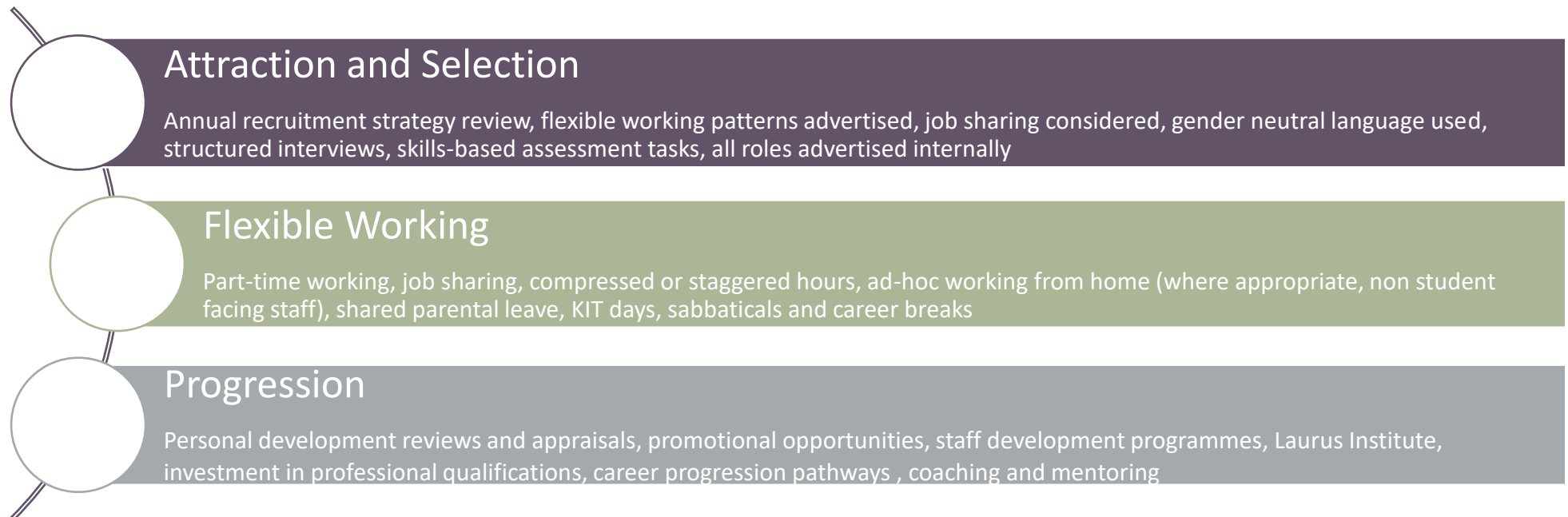
- More women apply to work in the sector due to attractive working patterns, for example part time and term time only contracts enabling them to work around caring responsibilities
- Women are much more likely than men to take time out of employment to start a family, look after children or other family members and therefore may be lower on the incremental scales

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.



Action the Trust is taking to bridge the gap?

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 take action in the following areas:



How the gender pay gap is calculated

Mean GPG - The data is calculated by adding together the hourly rate data on the snapshot date and dividing it by the number of relevant employees in post at that time.

Median GPG - This data is calculated by listing in numerical order, from the smallest to the largest, the hourly pay rates for the relevant employees at the snapshot date and selecting the middle value. It is a less accurate average than the mean as it involves comparing the mid-point in a list.

Omissions from the Trust's GPG 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

Reporting delay

On 24 March 2020, the Government Equalities Office and the Equality and Human Rights Commission suspended enforcement of the compulsory gender pay gap reporting requirements for the 2019/20 year. The Government confirmed in December 2020 that compulsory reporting would resume in the current reporting year.

Impact of Coronavirus

The government introduced the Coronavirus Job Retention Scheme (Furlough) which guaranteed 80% of an employee's usual pay. At the snapshot date, 31st March 2020, the Laurus Trust continued to pay those employees placed on furlough 100% of their usual gross pay, these employees were therefore considered in the gender pay gap calculations.



Linda Magrath
Chief Executive Officer



Wendy Mason
Chief Financial Officer

On behalf of the Board of Trustees

21.09.2021