



LAURUS
—
TRUST

Gender Pay Gap

2022



Gender pay gap - Laurus Trust – 2022

Legislative Requirement

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:

- Mean gender pay gap
- Median gender pay gap
- Quartile pay bands

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.

Equal Pay

Under the Equality Act 2010, men and women must receive equal pay for:

- The same or broadly similar work;
- Work rated as equivalent under a job evaluation scheme; or
- Work of equal value.

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 to ensure a fair structure and eliminate any gender bias.



Factors affecting the gender pay gap

The causes of the gender pay gap are many and varied. The main factors explaining why women tend to earn less than men are:

- part-time work
- type of occupation
- having and/or caring for children

Laurus Trust gender pay gap

Gender pay gap	March 2022 757 employees in range	March 2021 691 employees in range	March 2020 629 employees in range	March 2018 260 employees in range
Mean GPG	11.49%	12.9%	12.2%	14.7%
Median GPG	12.67%	10.8%	13.4%	24.5%

What do the figures tell us?

- Since reporting began, in 2017, the Trust has closed its mean gender pay gap significantly from 21.5% to 11.49%
- Women continue to be well represented across all pay bands with 65.43% in the highest quartile of pay
- 72.5% of the Trust's workforce are female
- 67.3% of teaching staff are female
- 78.3% of support staff are female

How does the Laurus Trust compare?

- The median gender pay gap in the UK was reported at 14.9% in 2022
- The education sector overall reported a median gender pay gap of 22.2% in 2022 (www.ons.gov.uk, Nov 2022)
- The Laurus Trust median gender pay gap in 2022 was 12.67%

The proportion of males and females by pay

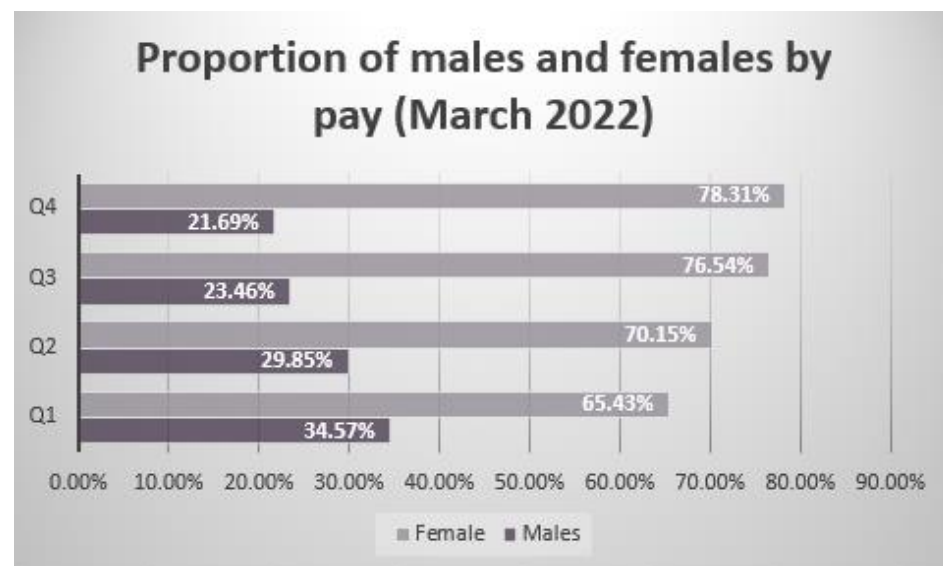
The current workforce comprises of 72.52% female and 27.48% male employees. The chart below displays pay quartiles by gender. The data shows the Trust's workforce divided into four quartiles based on hourly pay rates.

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 78.31% of employees in the lower pay quartile
- Women are well represented at every quartile in the Trust, with 65.43% of employees in the upper quartile being female

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.



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

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 act in the following areas:





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

Handwritten signature of Linda Magrath in black ink.

Linda Magrath
Chief Executive Officer

Handwritten signature of Wendy Mason in black ink.

Wendy Mason
Chief Financial Officer

On behalf of the Board of Trustees

2nd March 2023



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