



Gender Pay Gap Report, Laurus Trust – 31st March 2018

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, 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 (The Trust) is a public sector body and as such has a data capture date of 31st March in each year.

The report covers employees who were employed as at 31st March 2018.

For the purposes of the Regulations, the definition of employee includes people who have a contract of employment, a contract of apprenticeship, or a contract personally to do work i.e. a worker. This is a broad definition and includes workers on zero hours contracts.

1. The Regulations require the Trust to report on the 6 calculations below.

- The difference in the mean pay of relevant full pay men and women expressed as a percentage
- The difference in median pay of relevant full pay men and women expressed as a percentage
- The difference in mean bonus pay of relevant full pay men and women expressed as a percentage
- The difference in median bonus pay of men and women expressed as a percentage
- The proportion of men and women who received bonus pay and
- The proportion of relevant full pay men and women in each of the four pay quartiles

The data is based on employees paid on the data capture date: 59 males and 201 females.

1.1 The difference in the mean pay of relevant full pay men and women expressed as a percentage

The Trust’s mean gender pay gap on hourly pay was 14.7%.

Male – Number and percentage of all employees	59 (22.7%)	Mean hourly pay for male employees	£19.74
Female – Number and percentage of all employees	201 (77.3%)	Mean hourly pay for female employees	£16.85

The data was calculated by adding together the hourly rate data on the snapshot date and dividing it by the number of employees in post at that time. This shows that overall female employees, on average, were paid 14.7% less per hour than male employees. We can also see that the majority of relevant employees were female (77.3%) whereas only 22.7% were male.

1.2 The difference in median pay of relevant full pay men and women expressed as a percentage

The Trust’s median gender pay gap on hourly pay is 24.5%

Median hourly pay for male employees	£19.33
Median hourly pay for female employees	£14.59

This data was calculated by listing in numerical order, from the smallest to the largest, the hourly pay rates for the 260 employees employed 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. This shows that on average male employees are earning a higher hourly rate.

1.3 The difference in mean bonus pay of relevant full pay men and women expressed as a percentage

The Trust is required to report on the percentage gap in bonus pay between all male and female employees in the 12 months before the 31st March 2018.

The Regulations define “Bonus pay” as any remuneration that:

- a) Is in the form of money, securities options or interests in securities; and
- b) Relates to profit sharing, productivity, performance, incentive or commission.

Bonus pay excludes ordinary pay and overtime.

As the Trust does not currently operate a bonus scheme for employees the mean gender pay gap in bonus payments stands at 0% i.e. this indicator is not applicable to the Trust.

1.4 The difference in median bonus pay of men and women expressed as a percentage

For the reasons set out above the median gender pay gap in bonus payments stands at 0% i.e. this indicator is not applicable to the Trust.

1.5 The proportion of men and women who received bonus pay

For the reasons set out above, the proportion of male and female employees receiving a bonus during the relevant period stands at 0% i.e. this indicator is not applicable to the Trust.

1.6 The proportion of relevant full pay men and women in each of the four pay quartiles

Quartile	Men	Men (%)	Women	Women (%)	Total Number
Lower Quartile	9	13.8%	56	86.2%	65
Lower Middle Quartile	13	20%	52	80%	65
Upper Middle Quartile	19	29.2%	46	70.8%	65
Upper Quartile	18	27.7%	47	72.3%	65

The table above shows 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.

2. What does this data tell us?

- Women account for 86.2% of employees in the lower pay quartile.
- Women are well represented at every quartile in the Trust, with 72.3% of employees in the upper quartile being women.
- Our mean gender pay gap of 14.7% is less than the average mean gender pay gap within the education sector which is 17.3% (Annual Survey of Hours and Earnings, Office for National Statistics, October 2018).



- Our median gender pay gap of 24.5% is less than the average median gender pay gap within the education sector which is 25.9% (Annual Survey of Hours and Earnings, Office for National Statistics, October 2018).

3. 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, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability in keeping with the Equality Act 2010.

Working within both the public sector and specifically education, it is common for a high proportion of the workforce to be female. The Trust has a 77.3% female and 22.7% male workforce.

In addition to this it is recognised in the education sector that:

- More women apply to work in the sector due to attractive working patterns such as part time and term time only contracts to work around caring responsibilities
- Female employees are more likely to have had career breaks and therefore may be lower on the incremental scales due to less years of service.

The use of a structured pay system as set out in the 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.

4. What action is being taken to bridge the gap?

While the Trust's gender pay gap compares well with that of the education sector as a whole the Trust remains committed to doing all it can to bridge the gap. In line with this the Trust is already taking steps to address this issue by offering Flexible Working, Recruitment and Retention and Career Progression and Talent Management.

As part of this the Trust has a proactive approach to supporting flexible working and this helps to recruit, retain and motivate employees. This takes the form of:

- Part time working
- Job sharing
- Compressed hours
- Staggered hours
- Ad hoc working from home where appropriate (support staff)

In terms of recruitment and retention all posts advertised are open to flexible working patterns. Job sharing is also considered in order to improve female representation at all levels of the organisation.

In the recruitment process the Trust removes potential bias by ensuring that gender neutral language is used in job adverts with structured interviews and the use of skills based assessment tasks.



Through the Trust's Pay Policy the salary ranges for all employees is clearly communicated, it also provides transparency for the Trust's pay and reward processes.

Shared Parental Leave is open to all employees and regular contact is maintained with those on parental leave or career breaks and the use of keeping in touch days is promoted.

In terms of career progression and talent management all employees can participate in formal/informal mentoring and peer level support. The Trust encourages the uptake of both formal and on the job training opportunities and ensures fair access to developmental opportunities seeking to establish talent management pathways for all employees.

5. Conclusion

The Laurus Trust is strongly committed to gender equality in the workplace. We believe by the continuous strengthening of our existing practice that we are successfully reducing the gender pay gap within our organisation. In comparison with last year's Gender Pay Gap report we have found a positive reduction in our mean gender pay gap of nearly 7%.

The Laurus Trust will continue to monitor this data on an ongoing basis as growth and change within the Trust may result in changes by the next reporting date. It is also recognised that under TUPE processes the Trust will have no control over the staffing demographic where schools join the Trust.

The Trust will also be mindful of initiatives promoted both in the school sector and elsewhere to reduce the gender pay gap and adopt these where appropriate.

A handwritten signature in cursive script, appearing to read "L Magrath".

Linda Magrath

Chief Executive Officer

A handwritten signature in cursive script, appearing to read "W Mason".

Wendy Mason

Chief Financial Officer

On behalf of the Board of Trustees

29th March 2019