

Gender Pay Gap Report 2017 to 2018

The Rowan Learning Trust are required to carry out Gender Pay Gap Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation.

The Gender Pay Gap Report is based on data as at 1st December 2017. At this date, The Rowan Learning Trust employed 385 staff, of which 291 were female (75.5%) and 94 were male (24.5%).

Mean and Median Gender Pay Gap for Hourly Pay and Bonuses

These calculations show the difference between the mean and median hourly rate of pay and bonuses that male and female employees receive.

Mean Gender Pay Gap in Hourly Pay*	22.4%
Median Gender Pay Gap in Hourly Pay*	35.9%
Mean Bonus Gender Pay Gap	N/A
Median Bonus Gender Pay Gap	N/A
Proportion of Males receiving Bonus Payments	N/A
Proportion of Females receiving Bonus Payments	N/A

*A positive percentage figure means women's hourly rate is 22.4% lower than the mean measurement than men's. The median indicates that women's pay is 35.9% lower than men's.

Proportion of Males and Females in each Pay Quartile

This calculation shows the proportions of male and female employees in four pay bands, which is done by dividing the workforce into four equal parts.

	Male	Female
Upper Quartile	29.17%	70.83%
Upper Middle Quartile	29.17%	70.83%
Lower Middle Quartile	24.74%	75.26%
Lower Quartile	14.58%	85.42%

Supporting Statement

The Rowan Learning Trust employ more female staff than male, this is indicative of the Education sector as a whole. There are no differences in pay rates for different genders occupying equivalent roles, as all roles are scale point related.

We are committed to equal opportunities and will continue to monitor salary levels that are paid to our employees to ensure that consistent principles are applied in line with the national negotiated guidelines.

For further analysis, we have also split staff into two groups; teaching staff and support staff.

Teaching Staff

Number of staff: 167

Female staff: 117 (70%)

Male staff: 50 (30%)

Mean Gender Pay Gap in Hourly Pay	14.49%
Median Gender Pay Gap in Hourly Pay	5.10%

Proportion of Males and Females in each Pay Quartile

	Male	Female
Upper Quartile	35.71%	64.29%
Upper Middle Quartile	26.19%	73.81%
Lower Middle Quartile	30.95%	69.05%
Lower Quartile	26.83%	73.17%

Support Staff

Number of staff: 218

Female staff: 174 (79.82%)

Male staff: 44 (20.18%)

Mean Gender Pay Gap in Hourly Pay	6.96%
Median Gender Pay Gap in Hourly Pay	13.91%

Proportion of Males and Females in each Pay Quartile

	Male	Female
Upper Quartile	33.33%	66.66%
Upper Middle Quartile	14.55%	85.45%
Lower Middle Quartile	18.18%	81.82%
Lower Quartile	14.81%	85.19%