

## GENDER PAY GAP REPORT

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, and as an employer with over 250 employees, Landau Forte Charitable Trust is required to measure and report on the gender pay gap in the organisation. The Trust is a public sector body and has a data capture date of 31 March in each year.

Under the Regulations there is a requirement to report on the following 6 measures:

- The difference in the mean pay of full pay men and women expressed as a percentage
- The difference in median pay of full pay men and women expressed as a percentage
- The difference in mean bonus pay of 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 full pay men and women in each of four quartile bands

In relation to the other areas the data is based on 538 staff paid on the data capture date: 157 male and 381 female.

### **Mean Gender Pay Gap**

	2017		2018	
<b>Male</b>	165	£15.98	161	Male
<b>Female</b>	394	£12.32	377	Female

The mean gender pay gap in 2019 is therefore 16% compared with 21% in 2018 and 23% in 2017. Female staff on average across the whole Trust earn less than their counterparts although the gap is significantly closing.

### **Median Gender Pay Gap**

	2017		2018		2019	
<b>Male</b>	165	£14.73	161	£14.92	161	£14.65
<b>Female</b>	394	£9.54	377	£10.74	381	11.06

The median gender pay gap in 2019 is 25% compared to 28% in 2018 and 35% in 2017.

**Mean Bonus payments**

	2017			2018			2019		
<b>Male</b>	5	3%	£3,800	6	4%	£554	10	6%	£1,420
<b>Female</b>	4	1%	£2,000	8	2%	£731	12	3%	£1,596

The mean bonus payment gap in 2019 is -12% compared to -32% in 2018 and 47% in 2017.

**Median Bonus payments**

	2017			2018			2019		
<b>Male</b>	5	3%	£2,000	6	4%	£500	10	6%	£1,600
<b>Female</b>	4	1%	£2,000	8	2%	£325	12	3%	£1,450

The median bonus payment gap is 9% compared with 35% in 2018 and no median difference in bonus payments in 2017.

**Quartile Pay Band Gender Information**

	Quartile	Male No	Male %	Female No	Female %	Total No
<b>2017</b>	Lower Quartile	21	15.1%	118	84.8%	139
	Lower Middle Quartile	28	20%	112	80%	140
	Upper Middle Quartile	55	39.3%	85	60.7%	140
	Upper Quartile	62	44.3%	78	55.7%	1140
<b>2018</b>	Lower Quartile	23	17.2%	111	82.8%	134
	Lower Middle Quartile	33	24.4%	102	75.6%	135
	Upper Middle Quartile	48	35.6%	87	64.4%	135
	Upper Quartile	57	42.5%	77	57.5%	134
<b>2019</b>	Lower Quartile	23	17.0%	112	83.0%	135
	Lower Middle Quartile	36	26.9%	98	73.1%	134
	Upper Middle Quartile	42	31.3%	92	68.7%	134
	Upper Quartile	56	41.5%	79	58.5%	135

This shows that there is a high proportion of females in all quartiles but significantly in the Lower and Lower Middle quartiles which is consistent with the prior years

## Further Analysis

### **Support Staff (244 staff)**

	2017		2018		2019	
<b>Male</b>	59	£9.62	63	£10.29	61	£10.17
<b>Female</b>	200	£8.38	181	£9.06	183	£9.24

The gender pay gap in 2019 is 9% compared with 12% for 2018 and 13% for 2017.

### **Teaching staff – including Learning Support Assistants (268 staff)**

	2017		2018		2019	
<b>Male</b>	90	£17.48	81	£17.61	84	£17.77
<b>Female</b>	183	£15.56	183	£15.39	184	£15.70

The gender pay gap is 12% in 2019 which is a slight reduction from 13% in 2018 and 2017

### **Senior Leadership – within the Academies and including the Central Trust staff (30 staff)**

	2017		2018		2019	
<b>Male</b>	16	£30.96	17	£32.37	12	£29.31
<b>Female</b>	11	£30.15	13	£30.36	14	£33.08

The gender pay gap for 2019 is -13% compared to 6% in 2018 and 3% in 2017

## **Narrative for Landau Forte Charitable Trust**

Landau Forte Charitable Trust is committed to the promotion of equality of opportunity and choice for employees and supports the fair treatment of all staff irrespective of gender through our transparent recruitment process, pay policy and professional development.

The overall published UK gender pay gap in the education sector is 25.9%. The Trust's is 16% representing that even though the Trust's gap is closer than the national average females still earn less than their male counterparts in the sector. However, it is recognised in education that:

- More women apply to work in the sector due to working patterns ie part time work and term time contracts
- Part time work can be less highly paid
- Many female returning to employment apply to the public sector

The data does not suggest many of these factors are an issue, except potentially the part time workers who are predominately female within the Trust.

The majority of staff are in the lower pay quartiles and the workforce is predominantly female therefore the gap between average female hourly rate of pay and the average male hourly rate of pay is significantly affected.