



Gender Pay Gap Report March 2024

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 607 staff paid on the data capture date: 157 male and 450 female.

Mean Gender Pay Gap

	2017		2018		2019		2020		2021		2022		2023		2024	
Male	165	£15.98	161	£16.31	157	£15.70	158	£15.85	165	£16.01	164	£15.94	157	£17.83	157	£19.39
Female	394	£12.32	377	£12.87	381	£13.23	385	£13.38	403	£13.96	420	£14.20	440	£14.96	450	£16.08
Pay Gap	23%		21%		16%		16%		13%		11%		16%		17%	

The mean gender pay gap in 2024 is therefore 17% compared which is an increase compared to the prior year. Female staff on average across the whole Trust earn less than their counterparts.

Median Gender Pay Gap

	2017		2018		2019		2020		2021		2022		2023		2024	
Male	165	£14.73	161	£14.92	157	£14.65	158	£14.53	165	£14.24	164	£13.70	157	£16.56	157	£18.37
Female	394	£9.54	377	£10.74	381	£11.06	385	£11.19	403	£11.64	420	£12.14	440	£12.50	450	£13.23
Pay Gap	35%		28%		25%		23%		18%		11%		25%		28%	

The median gender pay gap in 2024 has increased to 28%

Mean Bonus payments

	2017		2018		2019		2020		2021		2022		2023		2024	
Male	5	£3,800	6	£554	10	£1,420	10	£3,800	7	£1,036	8	£954	20	£521	7	£786
Female	4	£2,000	8	£731	12	£1,596	12	£2,765	7	£5,429	9	£778	28	£763	10	£775
Pay Gap	47%		-32%		-12%		27%		-424%		18%		-46%		1%	

The mean bonus payment gap in 2024 is 1%, the trend for bonuses paid by the Trust continues to be none gender dependant.

Median Bonus payments

	2017		2018		2019		2020		2021		2022		2023		2024	
Male	5	£2,000	6	£500	10	£1,600	10	£500	7	£1,000	8	£750	20	£577	7	£750
Female	4	£2,000	8	£325	12	£1,450	12	£500	7	£2,000	9	£750	28	£750	10	£750
Pay Gap	0%		35%		9%		0%		-100%		0%		-30%		0%	

There is a median bonus payment gap of 0%, the trend for bonuses paid by the Trust continues to be none gender dependant.

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Quartile Pay Band Gender Information

	Quartile	Male No	Male %	Female No	Female %	Total No
2017	Lower Quartile	21	15.10%	118	84.90%	139
	Lower Middle Quartile	28	20%	112	80%	140
	Upper Middle Quartile	55	39.30%	85	60.70%	140
	Upper Quartile	62	44.30%	78	55.70%	140
2018	Lower Quartile	23	17.20%	111	82.80%	134
	Lower Middle Quartile	33	24.40%	102	75.60%	135
	Upper Middle Quartile	48	35.60%	87	64.40%	135
	Upper Quartile	57	42.50%	77	57.50%	134
2019	Lower Quartile	23	17.00%	112	83.00%	135
	Lower Middle Quartile	36	26.90%	98	73.10%	134
	Upper Middle Quartile	42	31.30%	92	68.70%	134
	Upper Quartile	56	41.50%	79	58.50%	135
2020	Lower Quartile	21	15.60%	114	84.40%	135
	Lower Middle Quartile	35	25.70%	101	74.30%	136
	Upper Middle Quartile	44	32.40%	92	67.60%	136
	Upper Quartile	58	42.60%	78	57.40%	136
2021	Lower Quartile	27	19.01%	115	80.99%	142
	Lower Middle Quartile	39	27.46%	103	72.54%	142
	Upper Middle Quartile	38	26.76%	104	73.24%	142
	Upper Quartile	61	42.96%	81	57.04%	142
2022	Lower Quartile	25	17.12%	121	82.88%	146
	Lower Middle Quartile	43	29.45%	103	70.55%	146
	Upper Middle Quartile	36	24.66%	110	75.34%	146
	Upper Quartile	60	41.10%	86	58.90%	146
2023	Lower Quartile	20	13.42%	129	86.58%	149
	Lower Middle Quartile	35	23.49%	114	76.51%	149
	Upper Middle Quartile	39	26.00%	111	74.00%	150
	Upper Quartile	63	42.28%	86	57.72%	149
2024	Lower Quartile	19	12.50%	133	87.50%	152
	Lower Middle Quartile	32	21.05%	120	78.95%	152
	Upper Middle Quartile	41	27.15%	110	72.85%	151
	Upper Quartile	65	42.76%	87	57.24%	152

This shows that there is a high proportion of females in all quartiles due to the higher proportion of females employed, the difference is most significant in the Lower, Lower Middle and Upper Middle quartiles which is consistent with the prior years.

Further Analysis

Support Staff (242 staff)

	2017		2018		2019		2020		2021		2022		2023		2024	
Male	59	£9.62	63	£10.29	61	£10.17	62	£10.66	61	£11.00	54	£11.14	48	£12.30	45	£13.24
Female	200	£8.38	181	£9.06	183	£9.24	179	£9.51	174	£10.06	177	£10.24	191	£11.07	197	£12.16
Pay Gap	13%		12%		9%		11%		11%		8%		10%		8%	

The gender pay gap in 2024 is 8% which is a slight decrease to the prior year but continuing the consistent gap.

Teaching staff – including Learning Support Assistants (348 staff)

	2017		2018		2019		2020		2021		2022		2023		2024	
Male	90	£17.48	81	£17.61	84	£17.77	86	£18.07	95	£17.86	102	£17.35	102	£19.27	105	£20.99
Female	183	£15.56	183	£15.39	184	£15.70	196	£15.69	221	£16.00	233	£16.07	238	£16.72	243	£18.01
Pay Gap	11%		13%		12%		13%		10%		7%		13%		14%	

The gender pay gap is 14% in 2024 which is in line with the prior year

Senior Leadership – within the Academies and including the Central Trust staff (17 staff)

	2017		2018		2019		2020		2021		2022		2023		2024	
Male	16	£30.96	17	£32.37	12	£29.31	10	£28.93	9	£30.45	9	£30.37	9	£33.00	7	£34.98
Female	11	£30.15	13	£30.36	14	£33.08	10	£37.36	8	£42.46	10	£40.85	13	£41.91	10	£46.20
Pay Gap	3%		6%		-13%		-29%		-39%		-35%		-27%		-32%	

The gender pay gap for 2024 is -32% showing at this level females are earning more which is in line with prior years.

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. 74 % of the Landau Forte employees are female and there are more females in every quartile, the workforce comprises a wide variety of roles including leaders, teachers, other qualified professionals, clerical, catering and other manual positions. The range of pay reflects the many and varying roles within the Trust

The overall published UK gender pay gap in the education sector is 25.9% opposed to the national gap of 14.3%. The Trust's is 17% representing that even though the Trusts gap is

closer than the average for the sector females still earn less than their male counterparts. However, it is recognised in education that:

- More women apply to work in the sector due to working patterns i.e. 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.

By looking at the distribution of men and females across the pay quartiles, it can be seen that there is a greater proportion of females occupying roles in the lowest paid quartile, which tend to be support/auxiliary occupations which has seen a small increase in year. Many of the roles in the lowest pay quartile are part time (such as lunchtime supervisors) and one of the primary reasons for our gender pay gap is that there are proportionately more females than males in these roles.

Landau Forte Charitable Trust is committed to inclusion, diversity and equality of opportunity in recruitment, development, progression and reward for its employees. To ensure that we are working to continue to minimise the pay gap where possible (noting some societal factors beyond our control, as outlined above) we will:

- ensure that decisions made in relation to recruitment, development, pay, benefits, progression and bonus pay can be evidenced against clearly defined criteria.
- continue to review and improve our people policies and processes to ensure they promote inclusion, diversity and equality.

Signed