City of London Academies Trust

Gender Pay Gap Report

Snapshot date: 30 March 2023

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1. Introduction – Who We Are

City of London Academies Trust draws upon the best traditions, institutions, heritage and historical successes of the City Corporation and London. We deliver life-transforming learning experiences allowing all our pupils, whatever their background, to make a positive contribution to their local, national and global communities.

The City of London, its schools and academies are characterised by:

- High expectations, aspirations, excellence and a belief that all can succeed.
- Combining creativity, innovation and enterprise, alongside tradition and continuity.
- Developing people who are confident, resilient, compassionate and democratic.

2. Gender Pay Gap Reporting – An Overview

As of April 2017, public, private and voluntary sector organisations with 250 or more employees must report on their gender pay gaps annually, using six different measures:

- **Mean gender pay gap:** The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
- **Median gender pay gap:** The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
- **Mean bonus gap:** The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.
- **Median bonus gap:** The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.
- **Bonus proportions:** The proportions of male and female relevant employees who were paid bonus pay during the relevant period.
- **Quartile pay bands:** The proportions of male and female full-pay relevant employees in the lower, lower-middle, upper-middle and upper quartile pay bands.

The aim of gender pay gap reporting is to show how large the pay gap is between an organisation's male and female employees. The data must be published on the employer's own website and a government website, and the intention is to encourage employers to act to reduce or eliminate their gender pay gaps in order to create fairer, more inclusive workplaces.

Taking a 'snapshot' of this data on a set date, as required by regulation, creates a level playing field for all reporting organisations, but a snapshot may also mask the fluidity of gender pay gaps. Gender pay gaps can fluctuate from month to month and across pay quartiles depending on changes to headcount. It is important to monitor the gender pay gap across the year, and not just on the snapshot date. Doing so gives an organisation a better understanding of what drives its gender pay gap figure at any given time, and in turn, how it can be reduced.

Gender pay gap reporting does not mean that organisations must report on equal pay. Equal pay is about differences in the actual earnings of men and women doing equal work. City of London Academies Trust regards itself as an equal pay employer, subject to the requirements of TUPE transfers.

3. The Year in Review

Since March 2018, the Trust has published it gender pay gap annually. From the initial publication to August 2020, Trust growth remained stagnant with a total increase in the workforce by 55 posts (7.76%). In September 2020, two large secondary schools joined the Trust, resulting in a much larger growth in its workforce of 47.31%.

Despite the challenges of this growth, the Director of Human Resources through the Trust HR strategy has prioritised ensuring *our people are properly and fairly remunerated.* This has been achieved by supporting leaders in the application of Trust policies and practice, particularly consistency of application in initial remuneration and pay awards.

4. Our Achievements

To continue to aid the reduction of the gender pay gap, the Trust prioritised the promotion of gender equality opportunities in its workforce. The Trust specifically committed to:

- Continuing to be transparent in publishing pay ranges for each role. This enables employees, line managers and department leads to have a clear indication of how individuals can progress within their relevant pay scale and range.
- Continuing to explore the Trust's approach to rewards to ensure it is meaningful, as part of the Trust's People Strategy.
- Clearly displaying narrow salary ranges in all recruitment adverts, helping to set candidates' expectations, and reducing the potential of importing pay inequalities from previous employment.
- Clearly displaying in all adverts that COLAT values the diversity of its workforce and that candidates from all backgrounds are welcomed to join our teams.
- Developing tools to ensure gender neutral language is used in adverts, unless the job role has an occupational requirement as recognised under the Equality Act 2010.
- Continuing to explore how to attract more male employees to create better gender balance at all levels.
- Recognising that flexible and agile working is a goal and recognise that it can contribute to a narrowing of the gender pay gap by enabling our workforce to balance working life with family commitments. The Trust will look at practical ways to encourage and enable flexible and agile working in every role, at every level, to ensure that its staff can work in a way that is best for them.

Considering its size, data capabilities and HR staffing capacity, the Trust has continued to establish good practice in evaluating fair pay for roles as well as developing tools to advertise with no gender bias. This has brought some success in increasing the male portfolio of its workforce, particularly in the lower and middle quartile ranges.

With regards to the Trust's approach to reward, work is undertaken annually to review and update the Trust's Pay Policy. This is to ensure consistency of approach in awarding pay at initial recruitment and future pay awards within a set range. Strategic work has continued on reviewing non-contractual rewards and benefits.

Training opportunities for leaders and line managers has been reviewed and developed. A more focused and detailed program of training is in place for middle leaders. This important aspect of work requires more focus, particularly for senior leaders.

The Trust follows the Department for Education's guidance on flexible working and, where possible, has met flexible working requests. Evidence shows that those returning from maternity leave are most likely to make a flexible request that is granted. Following the impact of COVID-19, a review of agile working for 'back-office roles' was undertaken. This has resulted in more opportunities to work from home where appropriate. Further work is required to ensure that opportunities for flexible and some agile working is available at all levels across the business.

5. 2023 Data Explored

The 2023 gender pay gap data was collected on 30 March 2023. At that time, there were 1,124 employees within the Trust; 766 females and 367 males.

	2022	2023	+/- percentage points
Mean gender pay in hourly pay	11.30%	19.90%	8.60%
Median gender pay in hourly pay	17.40%	17.80%	0.40%

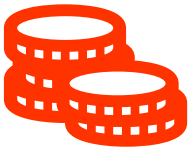
Mean gender pay gap

By adding together all women's hourly pay rates, dividing by the number of women and comparing with the same calculation for men, it is evident that women receive 19.90% less than men per hour. Compared to the 2022 figure of 11.30% this is an increase of 8.60%.

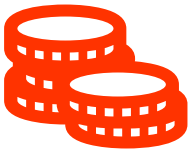
Median gender pay gap

By ranking all women by pay and all men by pay, then comparing what the woman in the middle of the female pay range received with what the man in the middle of the male pay range received, it is evident that the typical woman received 17.80% less than the typical man an hour and is a 0.40% increase from the 2022 figures.

Mean
When comparing average hourly wages (mean) women earn 80.01p for every £1 that men make.



Median
When comparing average hourly wages (median) women earn 82.0p for every £1 that men make.



Pay quartiles

A pay quartile represents a quarter (25%) of the workforce ranked by pay. The pay quartiles are then broken down by gender.

At the snapshot date, the Trust's workforce consisted of 1,139 employees, of which 995 were full-time relevant employees, 650 were female (65%) and 345 are male (35%). Although the Trust's workforce is predominately female, there are a greater proportion of men in the upper quartiles compared to other quartiles.

Quartiles/Gender and year	Male 2022	Female 2022	Male 2023	Female 2023
Lower Quartile	23%	77%	23%	77%
Lower Middle Quartile	33%	67%	32%	68%
Upper Middle Quartile	40%	60%	40%	60%
Upper Quartile	43%	57%	43%	57%

This year's data shows that the percentage of women in the lower quartile is stagnant, and the lower middle quartile has increased by 1%. There upper middle quartile and the upper quartile is also stagnant.

The percentage of men in the lower pay quartile is stagnant, and the lower middle quartile has decreased by 1%. There upper middle quartile and the upper quartile is also stagnant.

The historical steps the Trust has taken to address its gender balance is having some impact and there is more work to be done to ensure more females are selected for upper quartile roles. Although there is a strong female presence at every level across the Trust, proportionally there are more women in the lower quartiles.

Bonus pay gap

Out of a workforce of 1,139 employees, 71 had an entitlement to a bonus payment, where as last year 160 staff has the entitlement . This is a decrease of 89 employees. This decrease is consistent with the Trusts decision to remove discretionary bonuses overtime.

Proportion of male and female employees paid bonus pay

Gender	Bonus Count	Head Count	Percentage receiving a bonus
Female	49	767	6.39%
Male	22	372	5.91%

Mean bonus gender pay gap

Gender	Mean Gender Bonus
Female	£236.66
Male	£159.49

Difference in mean and median bonus pay

	Difference in the mean* bonus pay	Difference in the median bonus pay
Pay gap % difference male to female	-48.39%	14.29%

**Assumed to be a mean of those receiving a bonus rather than a mean of all relevant employees*

From the snapshot date, the figures show that 6.39% of women compared with 12.92% in 2022, and 5.91% of men compared with 16.62% in 2022, received a bonus. This results in a mean bonus pay gap of -48.39% and a median bonus pay gap of 14.29%.

6. Moving Forward

It is acknowledged that the Trust has made progress in dealing with gender pay gap issues and there is still improvement to be made to close the gap.

Considering the size of the Trust, its data capabilities and HR staffing capacity, the aim is to address the following actions in the next 12 months and beyond to further address gender pay gap issues:

- Continue to develop the Trust's approach to reward, ensuring it is meaningful, as part of the Trust's People Strategy.
- Continue the good work established in publishing transparent pay ranges and no gender bias in adverts, unless the job role has an occupational requirement as recognised under the Equality Act 2010.
- Continue to look at practical ways to encourage and enable flexible and agile working in every role, at every level, to ensure that all staff have the opportunity to work in a way that is best for them.
- Continue to prioritise the development of line managers and department leads to ensure they have a clear indication of how individuals can progress within their relevant pay scale and range.
- Continue recruitment training for all line managers to ensure that best practice is being applied across the organisation when selecting staff. This includes unconscious bias training and supporting managers' knowledge of Trust policies, ensuring that that offers negotiated with new employees adhere to controls that are in place.
- Continue to explore how to attract more male employees to create better gender balance at all levels.
- Continue to explore ways to develop talented females within the organisation to aid progression to more senior roles.
- Continue to explore ways to attract talented females to more senior roles.

7. Chief Executive Officer Comment and Declaration

Over two thirds of the Trust's workforce is female, and there is a 40/60 balance of men and women in senior roles. The Trust has worked hard to promote equality of opportunity for all its people and refocus is required to maintain the historical improvements made in the gender pay gap of men and women. Going forward, the Trust will continue to try and attract men into junior roles, as well as support women into more senior roles**.**

Declaration

I confirm that our data has been calculated according to the requirement of the Equality Act 2010 (Gender Pay Gap information) Regulations 2017.

Mark Emmerson
Chief Executive Officer
City of London Academies Trust