

Gender Pay Gap Report for the Uttoxeter Learning Trust – March 2023



Average difference in mean hourly rate of pay	22.7%
Average difference in the median hourly rate of pay	59.1%
Average difference in mean bonus pay	0%
Average difference in median bonus pay	0%

	Male	Female
Percentage of employees who received bonus pay	0%	0%

<u>The Percentage of Employees by Pay Quartile</u>	Male	Female
Upper Quartile	30.3%	69.7%
Upper Middle Quartile	20.2%	79.8%
Lower Middle Quartile	7.9%	92.1%
Lower Quartile	13.5%	86.5%

Number of Employees within the organisation	356
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Narrative

The average mean hourly rate of pay difference shows that females are paid 22.7% less than males. As with most educational organisations the Uttoxeter Learning Trust employs more female full pay relevant employees than male (292 female, 64 male).

We believe that men and women are paid equally for doing equivalent jobs across the Trust. ULT has inherited staff and pay structures of its constituent academies at the point of transfer from Staffordshire County Council. The Trust's pay scales for teaching staff are aligned to the Teachers' Pay and Conditions document and support staff job roles are evaluated by Staffordshire County Council using local authority NJC job evaluation rules and placed within a designated pay band.

The ULT did not pay any bonuses in the reporting period. However, it is clear from the quartile information above that we employ more women in higher paid roles (Senior and Middle leaders and mostly full-time) and substantially fewer men in the lowest paid roles (teaching assistants, admin, lunchtime supervisors and cleaners etc.) many of which are part-time.

All roles are open to male and female applicants.

