



## Gender Pay Gap Report

31<sup>st</sup> March 2024 Data

Published June 2024

The gender pay gap is the difference between the hourly rate of pay of male employees and female employees (as set out in the regulations), expressed as a percentage of the hourly pay rate of the male employees. The gender pay gap is reported on both a mean (average) and median (mid-point on a distribution) basis.

Nationally, the gender pay gap is 7.7%, (Office of National Statistics 2023 and for 2022 it was 8.3%). Nationally, one of the main reasons for the gender pay gap is more men are likely to hold senior positions. This is not the case with the Trust which has a similar ratio of men and women in each quartile

Differentials in gender pay across the workforce are not the same as ensuring equal pay. UK law has, since the 1970s, prohibited paying different amounts to men and women who are doing 'like work', 'work of equal value' or 'work rated as equivalent' unless there is a 'genuine material factor', for the difference.

Symphony Learning Trust is an equal opportunities employer. We support the fair treatment of all staff, irrespective of gender through our transparent recruitment, pay, and professional development processes. However, for a variety of reasons, outside of the control of the Trust the vast majority of employees are female.

The Trust is comprised of eleven schools.

The trust has 489 employees which has decreased from 527 in March 2023. 41 (8.39%) are male, which has slightly decreased from 8.92% in March 2023 and 448 (91.61%) are female which has slightly increased from 91.08% in March 2023. We are a flexible employer, and a number of our employees take up this flexibility, with 8 (19.5%) of male employees and 314 (70%) of female employees choosing to work less than full time (32.5 Hours). Male flexibility option has decreased from 10 in 2023 to 8 in 2024, similarly female flexibility option has decreased from 321 in 2023 to 314 in 2024.



Mean pay gap	Median pay gap	Lower quartile	Middle lower quartile	Middle upper quartile	Upper quartile
17.13% lower for females	47.85% lower for females	98.74% F 1.26% M	98.74% F 1.26% M	89.24% F 10.76% M	86.08% F 13.92% M

There have been some changes since the last Gender Pay Gap Report was produced in March 2023, the Mean has increased from 8.40% to 17.13%, however the Median has decreased from 48.29% to 47.85%

We use pay scales for all teaching staff that are aligned to the School Teachers' Pay and Conditions Document (STPCD) which is reviewed on an annual basis.

For non-teaching staff we use Leicestershire County Council pay scales which are based on the National Joint Council for Local Government Services (NJC).

Teaching Staff move through the pay scales for their grade based on a thorough and robust performance management process, meaning earnings are determined by performance outcomes, irrespective of gender. For non-teaching staff, they move within the pay grade boundaries and additional payments can be made through performance management process.

We have a significantly higher proportion of females in every quartile, including the upper. However, there are more females in the lower, middle lower and middle upper quartile than the upper quartile. This illustrates that the overall pay gap is a result of a lower proportion of males in the more junior grades.

## Breakdown of gender pay gap within Symphony Learning Trust



	Mean pay gap	Median pay gap	Lower quartile	Middle lower quartile	Middle upper quartile	Upper quartile
Teaching staff Female – 86.02% Male 13.98%	15.39% lower for females	3.55% Lower for females	85.11% F 14.89% M	89.13% F 10.87% M	91.49% F 8.51% M	78.26% F 21.74% M
Non-teaching staff Female –96.19% Male – 3.81%	10.26% lower for female	11.10% lower for females	98.22% F 1.78% M	99.10% F 0.90% M	99.11% F 0.89% M	88.29% F 11.71% M

We have analysed this further and looked at the pay gap figures for teaching staff and support staff separately. The pay gap when looked as a median average was less significant for teaching staff. Although we have a majority of females in the junior pay grades, we also have a majority of women in the upper leadership grades. Across Symphony Learning Trust female employees account for 72.23% (this has increased from 71.42% in 2023) of all Assistant head teacher, Deputy Head teacher, Head of School, Head teacher and Executive Head teacher roles.

The Trust has a pay structure and other processes which ensure that discrimination based on gender is not currently an issue within the Trust. The Trustees of Symphony Learning Trust however recognise that the organisation has a higher gender pay gap than the national figure and they are committed to reducing this gap through: -

- Continue to support requests for flexible working hours for all staff, including the most senior roles in our organisation;
- Professional Development opportunities and professional dialogue with all staff to encourage promotion;
- Support gender specific training opportunities to encourage females into higher management roles.

## Supporting statement

# Symphony Learning Trust

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*Chair of Trust – Mr Nigel Harrison    Chief Executive Officer – Mr Tim Sutcliffe    Director of Primaries – Mr Matthew Brookes*

*Chief Financial Officer – Mrs Talvinder Tundall    Finance and Operations Lead – Mrs Lisa Watson*

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I can confirm that the above information has been prepared from our payroll data from the snapshot date of 31 March 2024 and fairly represents the gender pay gap information for Symphony Learning Trust.

Tim Sutcliffe

C.E.O Symphony Learning Trust

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