



## **The Faringdon Learning Trust (FLT) Gender Pay Gap – Reporting as at 31 March 2023**

Gender Pay Gap legislation requires all employers with 250 or more employees to publish their gender pay gap.

Employers must:

- publish their gender pay gap data and a written statement on their public-facing website and
- report their data to government online, using the gender pay gap reporting service.

### **The difference between the gender pay gap and the equal pay gap**

The gender pay gap measures the difference between the average hourly pay rate for men and the average hourly pay rate for women. Although related, it is distinct from equal pay. The Equal Pay Act of 1970 and the Equality Act 2010 legislated that women and men must receive equal pay if performing equal work in the same employment. Therefore, Equal pay means that there should be no difference in the contractual terms of a woman and a man doing equal work, who both work for the same employer.

Equal work is work that is:

- the same or broadly similar (like work), or
- different, but which is rated under the same job evaluation scheme as being work of equal value (work rated as equivalent), or
- different, but of equal value in terms of factors such as effort, skill and decision-making (work of equal value).

### **The FLT Pay Structure**

For teachers we have pay scales aligned to the School Teacher Pay and Conditions Document that are reviewed on an annual basis. This is Performance Related Pay.

For support staff we have a pay system of grades set by the NJC (National Joint Council for Local Government Service) and using the NJC Job Evaluation Scheme. Therefore, grades vary according to the level of responsibility that employees have. Each grade has a set pay range; employees are expected to move through the pay range for their grade. The longer period that someone has been in a grade, the more we would expect him or her to earn irrespective of his or her gender.

### **The six metrics required by the legislation**

An employer is required to report on six key metrics:

- the difference in the mean pay of full-pay men and women, expressed as a percentage;

- the difference in the median pay of full-pay men and women, expressed as a percentage;
- the difference in mean bonus pay of 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 pay bands.

FLT does not have a bonus scheme and therefore we are only reporting on:

- the difference in the mean pay of full-pay men and women, expressed as a percentage;
- the difference in the median pay of full-pay men and women, expressed as a percentage;
- the proportion of full-pay men and women in each of four quartile pay bands.

	<b>Mean gender pay gap</b>	<b>Median gender pay gap</b>
31 March 2017	24%	40%
31 March 2018	19%	25%
31 March 2019	29%	61%
31 March 2020	31%	62%
31 March 2021	29%	59%
31 March 2022	22%	59%
31 March 2023	31%	58%

The mean (or average) is the most popular measure of central tendency. The mean has one main disadvantage; it is susceptible to the influence of extremes. These values are unusual compared to the rest of the data set, because they are especially small or large in numerical value. For example, the mean maybe skewed by a small number of higher wages, and therefore, might not be the best way to accurately reflect the typical wage of an employee, as many in the data set have lower wages. The median is the middle score for a set of data that has been arranged in order of magnitude. The median is less affected by extreme values, such as changes in the earnings of a small number of high earners. If the data set were perfectly normal, and not skewed then the median and mean would be equal. That is not the case with the FLT data.

### Information on the Workforce Profile

FLT employs 432 females in comparison to 61 males, a total of 493.

The employees are distributed across the Quartiles:

	Quartile 1		Quartile 2		Quartile 3		Quartile 4		All	
	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>
31 March 2017	14%	86%	9%	91%	16%	84%	24%	76%	16%	84%
31 March 2018	17%	83%	10%	90%	13%	87%	24%	76%	16%	84%
31 March 2019	11%	89%	7%	93%	13%	87%	23%	77%		
31 March 2020	9%	91%	7%	93%	12%	88%	23%	77%	13%	87%
31 March 2021	6%	94%	12%	88%	12%	88%	27%	73%	14%	86%
31 March 2022	9%	91%	8%	92%	14%	86%	26%	74%	15%	85%
31 March 2023	2%	98%	11%	89%	14%	86%	22%	78%	12%	88%

The quartile distribution gives information about how male and female employees are distributed across the organisation.

**Jean Creagh**  
**HR Consultant**  
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