



Gender pay gap reporting statement (for the period from 1 April 2023 to 31 March 2024)

Introduction

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, any school or trust with 250 or more employees on a specific date each year (known as the 'snapshot' date) must publish a gender pay gap statement on their website, which includes specific information about how both males and females are paid at their school. As a MAT it is the Trust's responsibility to publish the data for all of our academies. This is the second report of the Trust with the Trust exceeding 250 employees during 2022/2023. The snapshot date is 31 March 2024.

The Trust is required to report on two genders only; male and female. The Gender Pay Gap is different to equal pay, which is about the difference in actual earnings of men and women doing the same work. However, analysis of the gender pay gap is important to understand those factors which contribute to the gap, which could demonstrate the bias that exists in an organisation.

The mean gender pay gap is the difference between the mean hourly rate of pay of male employees and that of female employees. The median gender pay gap is the difference between the median (mid-point) hourly rate of pay of male employees and that of female employees.

Employee overview

Our gender pay gap information is based on the total number of male and female full-pay employees. This is as follows:

Gender	Total number of full-pay employees	<i>[Total number of full-pay employees 2023 report]</i>
Male	57	45
Female	424	468

The overall ratio of men to women at the point of the snapshot data for the Trust is 11.9 % Men and 88.1 women (*last year 10.9% Men and 89.1% women*).

Mean and median information

The table below shows the difference in hourly pay between our male and female full-pay employees. There is no bonus payment scheme in the Trust so the bonus pay difference is not applicable.

	Mean gender pay gap in hourly pay (+/-)	Median gender pay gap in hourly pay (+/-)	Difference in mean bonus pay (+/-)	Difference in median bonus pay (+/-)
Difference in pay for female employees	23.31 <i>[20.71% in 2023]</i>	37.37 <i>[35.83% in 2023]</i>	n/a	n/a

The gaps identified above are in favour of male employees.

Proportion of employees receiving bonuses

There are no employees receiving bonuses in the Trust.

Quartile information

The table below shows [the number of male and female employees in each quartile pay band, alongside the percentage of male and female employees comprising each quartile.

		Proportion of employees in each quartile pay band [last year's percentage in square brackets]	Number of employees in each pay band [last year's numbers in square brackets]
Upper quartile (75 to 100%)	Male	19.2% [17.48%]	23 [18]
	Female	80.8% [82.52%]	97 [85]
Upper middle quartile (50 to 75%)	Male	13.3% [14.56%]	16 [15]
	Female	86.7% [85.44%]	104 [88]
Lower middle quartile (25 to 50%)	Male	8.3% [7.77%]	10 [8]
	Female	91.7% [92.23%]	110 [95]
Lower quartile (0 to 25%)	Male	6.6% [3.85%]	8 [4]
	Female	93.4% [96.15%]	113 [100]

Context and narrative

The Durham and Newcastle Diocesan Learning Trust is committed to equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, reassignment or disability.

Pay scales are based on national models (although pay points allocated vary across some areas due to TUPE protections arising from schools joining from different Local Authority areas). Differential national pay awards for Teaching and Non-Teaching staff also affect pay differentials as does length of service which links to annual increments and progression through pay scales in line with the Pay Policy and national agreements. As this is the second year of reporting and percentages are not significantly varied we remain unable to accurately identify trends but will now continue to use this information to review the gender pay gap at each snapshot date. We note that the percentage of female employees has dropped by around 2% in both the lowest quartile and also in the highest quartile. Analysis continues to suggest that the principal reason for the current mean gender gap is the proportion of male and female staff employed at different grades and on different pay scales (i.e. teaching and non-teaching pay scales) and a higher representation of females at support staff grades and also all of our youngest apprentices are female.

The Trust is committed to doing all it can to reduce the gap. However, it recognises that it has no direct control over the staffing complement when Academies join the Trust. The Trust will continue to monitor the gender pay gap and encourage more females to take up middle and senior leadership roles and males to take up support staff roles. The Trust will also continue to support flexible working policies which are available to all and reflected in our Staff Handbook.