

Gender Pay Gap Report: 2022 - 2023

1. Introduction

Pele Trust employs more than 250 employees and thus is required to publicly report its gender pay gap.

As required by law, the Trust reports on:

- Average gender pay gap as a mean average
- Average gender pay gap as a median average
- Average bonus gender pay gap as a mean average
- Average bonus gender pay gap as a median average
- Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
- Proportion of males and females when divided into four groups ordered from lowest to highest pay

The gender pay gap shows the difference between the average earnings of men and women in an organisation, expressed as a percentage of men's earnings.

2. Pay Gap Calculations

The mean gender pay gap is the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

The median gender pay gap is the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

We have made our calculations using payroll data, and following the approach to reporting set out in government guidance. The information published within this report is accurate.

3. Pay Policies

Pele Trust staff are paid in accordance with School Teachers Pay and Conditions for teachers and NJC pay and conditions for support staff. We believe that men and women are paid equally for doing equivalent jobs across the Trust.

4. Information relation to bonus payments

Pele Trust does not operate a bonus scheme. No member of staff received a bonus so there is no data to publish in relation to bonus payments.

5. Pay Gap Data

As at 31 March 2023 there were 464 staff employed by the Trust. Of those 464, 357 are women and 107 are men. The number of women and men employed by the Trust has increased since 31 March 2022.

5.1 All Employees

Table 5.1.1 below shows the percentage of all employed men and women in each quartile (and the figure for last year).

Although there is a slight increase in the number of women in higher paid positions (Q4), there is an increase in the proportion of women in the lower pay quartile and a decrease in the proportion of women in the middle quartiles. So, despite some improvements, there remains a significant gap between women and men in the organisation.

Quartiles	% Female Staff	% Male Staff
Lower Quartile (Q1)	79.50% (78.08%)	20.50% (21.92%)
Lower Middle Quartile (Q2)	83.75% (87.79%)	16.25% (12.21%)
Upper Middle Quartile (Q3)	78.84 (80.21%)	21.16% (19.79%)
Upper Quartile (Q4)	65.67% (64.5%)	34.33% (35.5%)
Grand Total	76.94% (77.46%)	23.06% (22.54%)

Table 5.1.2 shows the mean and median pay gap between women and men in Pele Trust.

Table 5.1.2

	Female Staff	Male Staff	GAP
Mean Hourly Rate	£19.75 (£18.40)	£25.72 (£24.31)	23.21% (27.68%)
Median Hourly Rate	£12.47 (£11.02)	£25.10 (£21.82)	50.32% (65.78%)

The gap between the mean and median hourly rate for female staff compared to male staff has reduced slightly. Pele Trust employed more men in higher paid roles than women (senior teaching and men are predominantly full time), and substantially fewer men in lower paid roles (teaching assistants, lunchtime supervisors, cleaning & catering, most of which are part time roles).

5.2 Employees by Role Type

The charts and tables below show the pay gap data by role type. The format reflects the tables above and shows the percentage of males and females in each job role type and the mean and median pay gap between males and females in each quartile.

5.2.1 Leadership

Proportion of M/F by quartile	% Female Staff	% Male Staff
Upper Quartile (Q4)	45.45% (47.37%)	54.55% (52.63%)

Pay gap	Female Staff	Male Staff	GAP
Mean Hourly Rate	£51.58 (£47.17)	£58.14 (£53.23)	11.28% (12.07%)
Median Hourly Rate	£49.50 (£43.75)	£52.01 (£48.90)	10.55% (11.11%)

The proportion of women in leadership compared to 2022 has reduced. The pay gap between females and males in this category has reduced by less than 1% point and whilst it is reducing very slightly, which is a year on year trend, the pace is slow.

5.2.2 Teachers

Proportion of M/F by quartile	% Female Staff	% Male Staff
Upper Middle Quartile (Q3)	78.95% (81.67%)	21.05% (18.33%)
Upper Quartile (Q4)	69.15% (68.04%)	30.85% (31.96%)

Pay gap	Female Staff	Male Staff	GAP
Mean Hourly Rate	£31.53 (£31.61)	£32.66 (£33.45)	3.46% (5.66%)
Median Hourly Rate	£33.77 (£32.89)	£34.53 (£32.89)	2.2% (0.00%)

5.2.3 Manual Workers (Caretakers, Catering and Lunch Staff, Cleaners)

Proportion of M/F by quartile	% Female Staff	% Male Staff
Lower Quartile (Q1)	77.0% (78.79%)	23.0% (21.21%)
Lower Middle Quartile (Q2)	50.0% (40.0)%	50.0% (60%)
Upper Middle Quartile (Q3)	50.0% (66.67%)	50.0% (33.33%)

Pay gap	Female Staff	Male Staff	GAP
Mean Hourly Rate	£10.84 (£9.86)	£11.42 (£10.45)	5.08% (5.81%)
Median Hourly Rate	£10.60 (£9.60)	£10.98 (£9.99)	8.32 (3.98%)

5.2.4 Administrative Staff

Proportion of M/F by quartile	% Female Staff	% Male Staff
Lower Quartile (Q1)	100%(100%)	
Lower Middle Quartile (Q2)	91.3% (100%)	8.7%(0)
Upper Middle Quartile (Q3)	80% (80%)	20% (20%)

Registered address: The Crescent, Callerton Lane, Ponteland, Newcastle upon Tyne, NE20 9EG.

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Pay gap	Female Staff	Male Staff	GAP
Mean Hourly Rate	£13.55	£13.95	2.87%
Median Hourly Rate	£11.39	£14.98	23.97% (19.01%)

5.2.5 Teaching Support

Proportion of M/F by quartile	% Female Staff	% Male Staff
Lower Quartile (Q1)	86.67% (100%)	13.33% (0%)
Lower Middle Quartile (Q2)	86.75% (90.54%)	13.25% (9.46%)
Upper Middle Quartile (Q3)	94.73% (87.88%)	5.27% (12.12%)

Pay gap	Female Staff	Male Staff	GAP
Mean Hourly Rate	£11.75 (£10.90)	£11.50 (£11.24)	-2.17 (3.07%)
Median Hourly Rate	£11.39 (£10.39)	£11.50 (£10.39)	0.95% (0)

6. Summary

Overall Representation: There has been a slight increase in the proportion of women in higher-paid positions (Upper Quartile) compared to the previous year. However, there's also an increase in the proportion of women in the lower pay quartile and a decrease in the middle quartiles. This indicates that although there have been some improvements, significant gaps between women and men in the organisation persist.

Mean and Median Pay Gap: The gap between the mean and median hourly rates for female staff compared to male staff has reduced slightly. However, Pele Trust still employs more men in higher-paid roles than women, while substantially fewer men are in lower-paid roles. This suggests that despite some progress, gender disparities in pay distribution persist, especially in leadership positions.

Leadership Roles: The proportion of women in leadership roles has reduced compared to the previous year. Although the pay gap between female and male staff in this category has reduced slightly, the pace of change remains slow.

Teachers: While there's a higher proportion of female teachers in both Upper Middle and Upper Quartiles compared to male teachers, the pay gap is relatively small in this category, indicating more equitable pay distribution.

Manual Workers: The proportion of women in manual worker roles fluctuates across quartiles, with small pay gaps between male and female staff.

Administrative Staff: Female representation is dominant in administrative roles, with a small mean pay gap favoring male staff.

Teaching Support: Female representation is also dominant in teaching support roles, with small pay gaps or even negative gaps favoring female staff.

In summary, although there have been some improvements in gender representation and pay gaps in certain areas, there's still work needed to address disparities, particularly in leadership roles and overall pay distribution. Efforts to promote gender equity should continue with a focus on reducing disparities across all levels and roles within the Trust.

7. Actions to be taken

The Trust remains committed to addressing the gender pay gap whilst ensuring that recruitment is fair and best meets the needs of the organisation. Directors and Executive and Senior Leaders will continue to consider the impact of recruitment and appointment processes.

The Trust has a number of colleagues participating in leadership developments and mentorship programmes and consideration will be given to increasing the proportion of females who participate.

The Trust will continue to monitor and report on gender metrics, pay gaps, and progress towards gender equity.

The flexible working policy has been reviewed and provides equal opportunity for men and women. The Shared Parental Leave policy has also been issued to enable more men to participate in their statutory right to parental leave.

This report has been reviewed by the Board of Directors, Pele Trust.

March 2024