

## Gender Pay Gap Report 2017

A gender pay gap is the percentage difference between the average pay of male employees and female employees. Employers are required to publish the results of their gender pay analysis using prescribed calculations based on a snapshot of the Trust’s workforce data taken in March 2017. At this date, Oldham Sixth Form College and The Hathershaw College were two separate organisations. This analysis shows both sets of data treated as one given the Trust was established on 1 September 2017.

### Headline gender pay gap figures

The gender pay gap is the difference between average earnings of men and women, expressed relative to men’s earnings.

### Summary of difference between men and women hourly rates

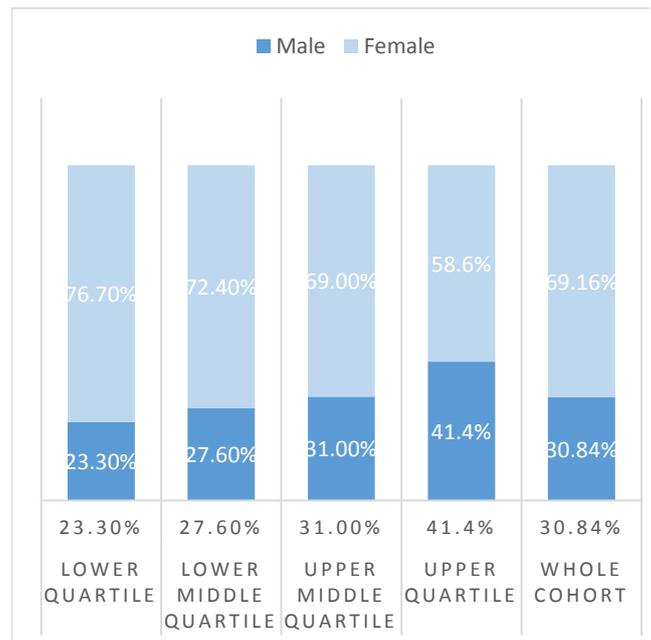
	Mean	Median	Bonus gap	0%	0%
<b>Gender pay gap</b>	<b>12.2%</b>	<b>24.6%</b>			

The mean pay gap is the difference between average earnings of men and women. The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women.

### Conclusion

The number of staff in post was 347, with female staff making up 69.16% of the workforce overall.

The Trust has a robust and fair policy for determining pay scales based on the role and the postholder’s experience and qualifications. At the Lower Quartile the majority of employees are female, employed in roles which are predominantly administrative and teaching assistant positions which have historically attracted female applicants. As with all roles in the Trust there is no discrimination on the grounds of gender for these roles but it may be advisable for the Trust to encourage potential male applicants. The overall gender pay gap reflects workforce composition rather than pay inequalities.



The Pinnacle Learning Trust prides itself on being an inclusive employer. We are working hard to address any imbalance in the workforce through inclusive and diverse recruitment strategies. We are committed to supporting our employees to develop their skills and experience.

**Jayne Clarke, Executive Principal**