

Gender Pay Gap Report 2019

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 2019.

Headline gender pay gap figures

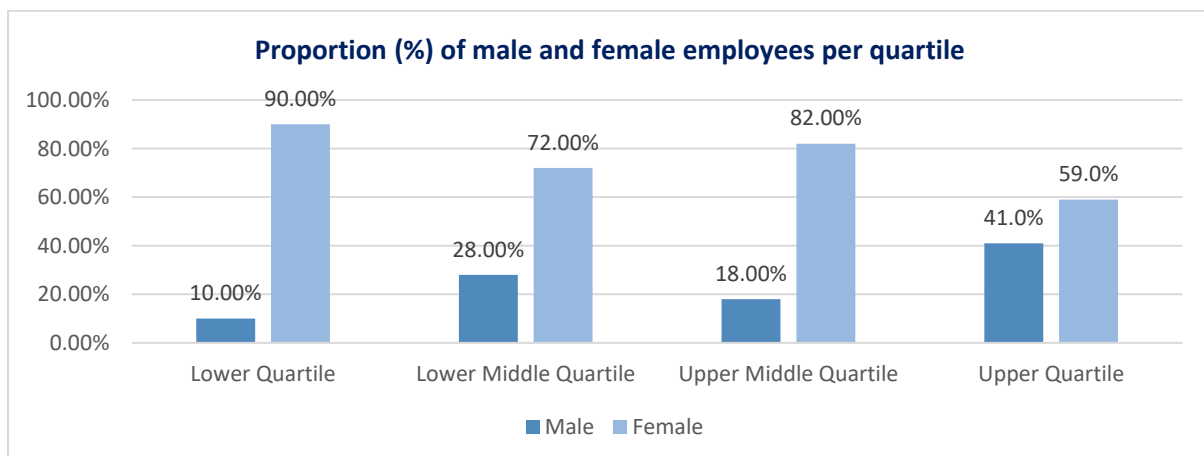
The gender pay gap is the difference between average earnings of men and women, expressed relative to men's earnings.

	Mean	Median		
Gender pay gap	22.24%	28.29%	Bonus gap	0%
				0%

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.

Hourly Rate Quartiles

Gender	Lower	Lower middle	Upper middle	Upper
Male	10%	28%	18%	41%
Female	90%	72%	82%	59%



Conclusion

The Trust has a robust and fair policy for determining pay scales based on the role and the postholder's experience and qualifications. In comparison with the snapshot in 2018, the gap has increased due to an increase in the percentage of females in the lower quartile. Roles in the lower quartile are predominately part-time and/or term-time, such as midday supervisors, administrative assistants and teaching assistants, which have historically attracted female applicants. Werneth Primary School joined the Trust in 2019. Primary schools proportionately have a larger number of staff in these roles, thereby increasing the pay gap for the Trust. There is no discrimination on the grounds of gender for any role within the Trust. 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 committed to supporting our employees to develop their skills and experience and reducing the pay gap wherever possible.

Jayne Clarke, Executive Principal