

# CIT Gender Pay Gap Reporting

2021/2022 – Snapshot date 31 March 2021



**The Community Inclusive Trust is a Multi Academy Trust with 14 schools based in Lincolnshire and Leicestershire.**

This report contains the CIT standard disclosure of the gender pay gap for the Multi-Academy Trust.

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 as we have more than 250 employees. The legislation requires employers to publish an annual gender pay gap report showing the difference in average female earnings compared to average male earnings. In order to provide the data, we have used our existing HR and payroll records.

The Regulations require us to report on the following 6 measures:

- percentage of men and women in each hourly pay quarter
- mean (average) gender pay gap using hourly pay
- median gender pay gap using hourly pay
- percentage of men and women receiving bonus pay
- mean (average) gender pay gap using bonus pay
- median gender pay gap using bonus pay

## **Snapshot report as at 31 March 2021**

CIT has continued to grow during the 2021/22 reporting year. During this time, we have welcomed a new Mainstream Primary school and opened an SEN Free School. This has led to an increase of over 100 full pay staff.

Despite that growth the proportion of male and female staff has remained consistent since March 2020. 83.4% of our overall workforce are female, compared to 83.5% in 2022 which is a drop of just 0.1%.

The percentage of female employees remains higher in the lower quartiles of the Trust, 91.7% in the lower quartile compared to 72.8% in the upper quartile. There has been a slight variance to these figures since March 2020 when the upper quartile was 71% female and the lower quartile was 89.5%.

We have seen a drop of 1.7% in our mean gender pay gap (32.3% to 30.6%) and 5.6% in the median gap (38.9% to 33.3%).

No CIT employees received bonus payments in this reporting period.

## Snapshot data as at 31 March 2021

Number of full pay relevant employees	<b>633</b>
% of full pay employees – Female	<b>83.4%</b>
% of full pay employees – Male	<b>16.6%</b>

### Mean gender pay gap

**30.6%**

*The difference between the mean hourly pay of full-pay men and women*

### Median gender pay gap

**33.3%**

*The difference between the median hourly pay of full-pay men and women*

### Proportion per quartile

	Female %	Male %
Upper Quartile	72.8	27.2
Upper Middle	80.5	19.5
Lower Middle	88.6	11.4
Lower Quartile	91.8	8.2

### Mean

	Number staff	Av. Hourly rate
Female	<b>528</b>	<b>£13.27</b>
Male	<b>105</b>	<b>£19.12</b>

### Median

	Number staff	Av. Hourly rate
Female	<b>528</b>	<b>£10.11</b>
Male	<b>105</b>	<b>£15.16</b>

### Bonus Pay

No CIT employee received a bonus payment during this period.

## **Gender Pay Statement**

All CIT employees working within our schools are paid on the relevant pay grade for their role. The Trust operates separate pay scales for teaching staff, leadership and support staff roles. We follow the national guidance set out in the School Teachers Pay and Conditions Document and National Joint Council for Local Government Services when setting these scales.

Each pay grade has defined increments and employees will progress through these annually, until they reach the maximum point, as part of our performance management process. This process is applied fairly and consistently, regardless of gender. As we use pay grading we are confident that staff with equal duties and responsibilities will receive fair and equal pay for their role regardless of their gender.

CIT are aware that our pay gap is a result of the type of roles in which males and females occupy within the organisation and the salaries associated with these roles. Over  $\frac{3}{4}$  of our employees are female, a trend that is consistent across the education sector as a whole, and as a result we have a considerably higher proportion of female employees in each quartile. That proportion is highest in the lower quartile (91.8%). The majority of the roles within the lower quartile are support roles such as cleaners, teaching assistants and midday supervisors. The vast majority of these roles are term time only and with a significant proportion also being part-time. These roles, nationally, usually attract more female applicants than male.

Whilst understanding that these issues face all organisations, and the education sector in particular, the Trust recognises its responsibilities and will continue to:

- Encourage a wide range of diversity of applicants, for support roles in particular
- Ensure all job roles are advertised to eliminate any potential for gender bias and to provide opportunities for female employees to progress through the grades
- Publish pay ranges within all job packs for transparency
- Collate equal opportunities monitoring information from recruitment campaigns, for analysis and review

CIT will continue to monitor and assess our gender pay gap and review our succession planning and recruitment strategies to ensure equal access.

We will investigate ways to encourage more males to apply for and take up support staff roles and will review our current flexible working and family friendly policies and procedures accordingly.

The Board of Directors continue to support initiatives across the Trust to have a positive impact on our gender pay gap figures and ensure that all our employees continue to have opportunities to develop and reach their full potential.

## **Supporting Statement**

I confirm that the above information has been prepared from our payroll data on the snapshot date required and fairly presents the Gender Pay Gap Information for the Community Inclusive Trust.

Signed



Peter Bell, CEO

16 March 2022