

# CIT Gender Pay Gap Reporting

2022/2023 – Snapshot date 31 March 2022



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

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 2022**

The staffing level at CIT has remained consistent since the last reporting period with an only a small increase in the number of full pay staff, from 633 to 648.

The proportion of male and female staff has remained consistent since March 2021. 83.3% of our overall workforce are female, compared to 83.4% in 2021 which is a drop of just 0.1%.

The percentage of female employees remains higher in the lower quartiles of the Trust, 89.5% in the lower quartile compared to 72.2% in the upper quartile. There has only been a slight variance to these figures when compared to the previous reporting period. This has seen a small decrease on the % of female employees in the upper quartile, down by 0.6% and a decrease of 2.3% in the lower quartile.

We have seen a drop of in both our mean and median gender pay gaps for the second successive year. The mean gap has reduced by 3.4% to 27.2% with the median reducing by 5.7% to 27.6%.

No CIT employees received bonus payments in this reporting period.

## Snapshot data as at 31 March 2022

Number of full pay relevant employees	<b>648</b>
% of full pay employees – Female	<b>83.3%</b>
% of full pay employees – Male	<b>16.7%</b>

### Mean gender pay gap

**27.2%**

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

### Median gender pay gap

**27.6%**

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

### Proportion per quartile

	Female %	Male %
Upper Quartile	72.2	27.8
Upper Middle	81.5	18.5
Lower Middle	90.1	9.9
Lower Quartile	89.5	10.5

### Mean

	Number staff	Av. Hourly rate
Female	<b>540</b>	<b>£14.86</b>
Male	<b>108</b>	<b>£20.41</b>

### Median

	Number staff	Av. Hourly rate
Female	<b>540</b>	<b>£11.98</b>
Male	<b>108</b>	<b>£16.54</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 largely a result of the type of roles in which males and females occupy within the organisation and the salaries associated with these roles. Over ¾ 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 middle and lower quartiles (90.1% and 89.5% respectively). 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, 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 has identified the following actions:

- Conduct a full review of our job advert, job description and person specification to ensure they encourage a wide range of diversity of applicants. This will involve reviewing the latest research on the impact of language used and the use of essential selection criteria along with monitoring the impact on applications.
- Ensure all job roles are advertised, either internally or externally, shortlisted and selected in line with CIT Policy and Procedure to eliminate any potential for gender bias.
- Research and identify the potential barriers experienced by female employees regarding promotion and advancement opportunities and explore initiatives to address these including potential case studies from senior female staff.
- Promote our approach to flexible working within all recruitment campaigns, internal and external.
- Implement a program of unconscious bias training for all senior staff and those involved with the assessment and selection of new staff.

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

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.

A handwritten signature in black ink that reads "Peter Bell". The signature is written in a cursive style with a large, stylized 'P' and 'B'.

Peter Bell, CEO