

CIT Gender Pay Gap Reporting

2023/2024 – Snapshot date 31 March 2023



The Community Inclusive Trust is a Multi Academy Trust with 13 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.

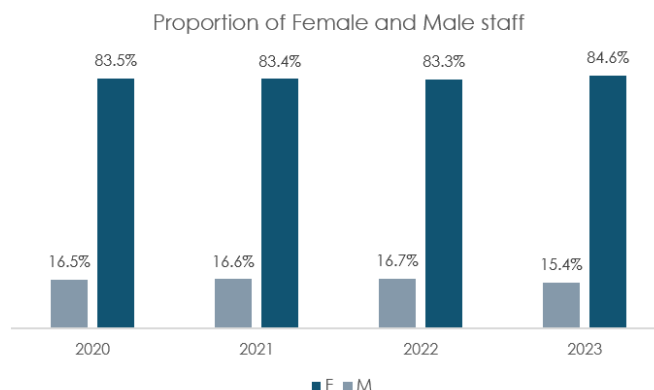
The Regulations require us to report on the following 6 measures:

- 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

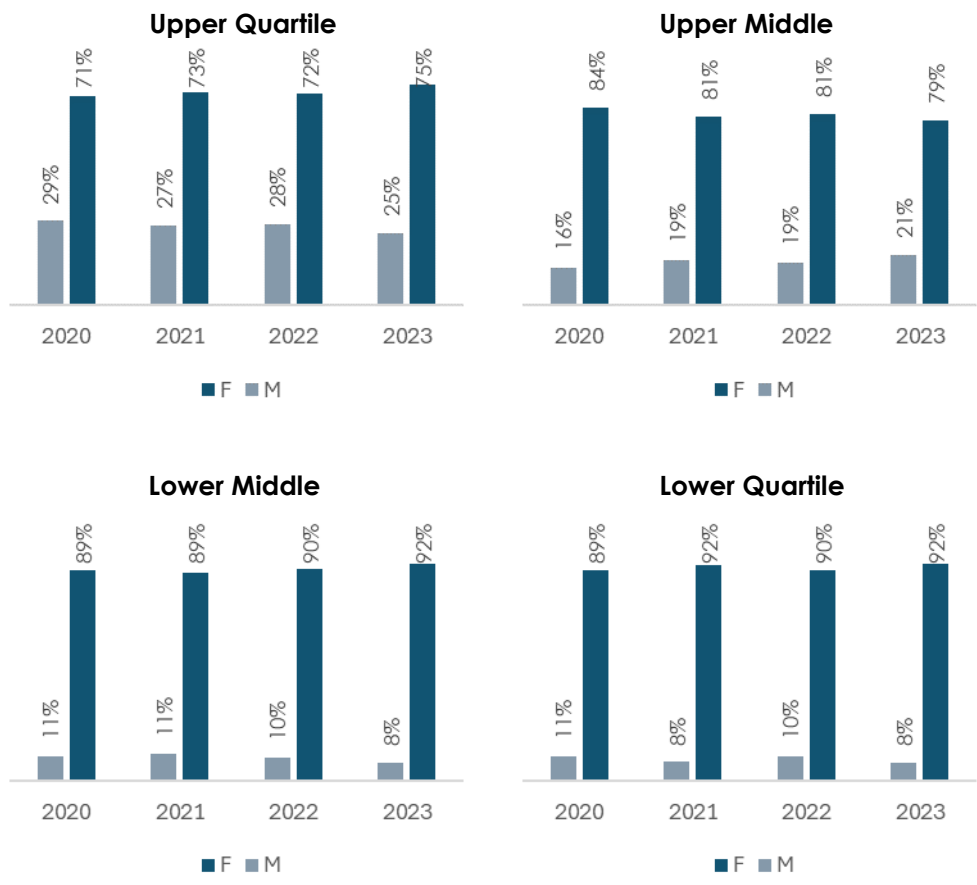
Snapshot report as at 31 March 2023

There has been a slight increase of 22 to the staffing headcount of full-time relevant employees since the last reporting period, 648 increasing to 670. This represents a 3.4% increase.

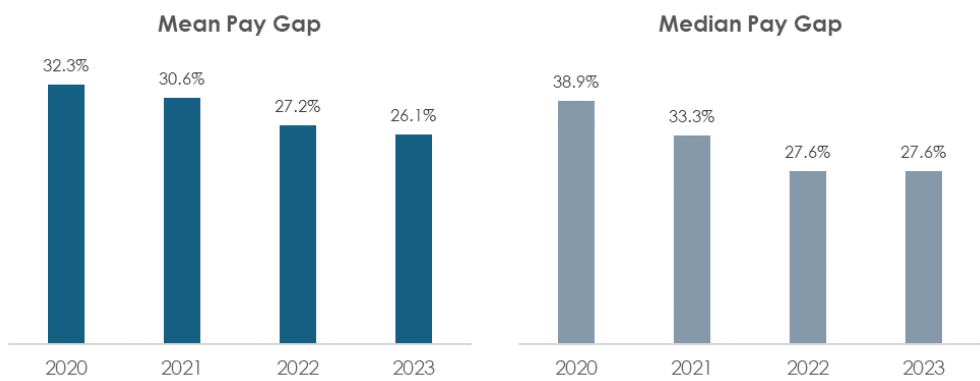
CIT continues to employ significantly more female staff than male, currently 84.6% female staff. This is in line with the education sector based on the [DfE Workforce Census](#) data for 2022/23. Based on the census, 76% of all teaching staff are female and this increases to 86% in mainstream primary schools. The proportion of female and male employees employed by CIT has remained constant over the last 4 reporting periods, as shown in the chart below. Over this period the proportion of female and male staff has only varied by 1.3%.



The percentage of female employees remains higher in the lower quartiles of the Trust, 92.2% in the lower quartile compared to 75.4% in the upper quartile. There has only been a slight variance to these figures when compared to the previous reporting periods as shown in the chart below. Over the last 4 reporting periods the % of female staff in the upper quartile has increased from 25% to 29%, however, the same period has seen a decrease from 21% to 16% in the upper middle quartile.



Both the mean and median pay gaps have continued to see a steady decline over the 4 year period, although there has been a plateau with the median figure remaining at 27.6% in 2023.



No CIT employees received bonus payments in this reporting period.

Snapshot data as at 31 March 2023

Number of full pay relevant employees	670
% of full pay employees – Female	84.6%
% of full pay employees – Male	15.4%

Mean gender pay gap

26.1%

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	75.4	24.6
Upper Middle	78.6	21.4
Lower Middle	92.3	7.7
Lower Quartile	92.2	7.8

Mean

	Number staff	Av. Hourly rate
Female	567	£15.94
Male	103	£21.56

Median

	Number staff	Av. Hourly rate
Female	567	£13.00
Male	103	£17.95

Bonus Pay

No CIT employee received a bonus payment during this period.

Gender Pay Statement

CIT continues to follow the national pay scales for our teaching and support staff as well as the national provisions set out in the School Teachers' Pay and Conditions Document, the Conditions of Service for School Teachers in England & Wales (The Burgundy Book) and the National Joint Council for Local Government Services (Green Book). All CIT employees working within our schools are paid on the relevant pay grade for their role.

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 staff with equal duties and responsibilities will receive fair and equal pay for their role regardless of their gender.

The last two national pay awards for support staff have included an average 9% increase to pay rates each year for the majority of our support staff roles in the lower and lower middle quartiles. This

pay award is higher than the average 6% awarded to the staff on teachers' or leadership scales who are mainly in the upper and upper middle quartile. The discrepancies between these pay awards has contributed to the reduction of the mean pay award.

We continue to see a higher number of applications for term time only support staff roles, such as midday supervisors, cleaners and teaching assistants from female applicants. The term time only nature of these roles continues to be more attractive to female applicants.

Whilst understanding these issues face all organisations, and the education sector in particular, the Trust recognises its responsibilities and has identified the following actions:

- 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.
- Continue to promote our approach to flexible working within all recruitment campaigns, internal and external.

CIT will continue to monitor and assess our Gender Pay Gap and review our succession planning and recruitment strategies to ensure equal access.

Update on actions identified in previous Gender Pay Report

Review of Job Adverts

- A full review of all CIT job adverts has been undertaken to ensure any language which may be interpreted as having a gender bias has been removed or replaced. We have also updated our template person specifications to ensure only criteria critical to the advertised role is included within the essential sections.

Advertising of Roles

- CIT's Safer Recruitment Policy is regularly reviewed and has been updated to ensure the majority of roles are advertised externally. A decision to not advertise externally can now only be made with the prior approval of the Director of HR. Shortlisting for all roles must be completed separately by at least two individuals to mitigate the risk of any potential bias within the process.

Flexible Working

- Our Flexible Working Policy is reviewed annually and has been updated to reflect the upcoming statutory changes in this area to make requests for flexible working easier for staff.

Unconscious Bias Training

- Training has been delivered to all school leaders as part of our regular HR Network meetings and we now have training available to all those involved in the recruitment process provided by the National College.

Researching Barriers faced by Female Staff

- This action is still ongoing.

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

Supporting Statement

I confirm the above information has been prepared from our payroll data on the snapshot date required and fairly represents 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 long horizontal flourish underneath.

Peter Bell
CEO