



CORE
EDUCATION
TRUST

GENDER PAY GAP

Report 2020/21



Introduction

All organisations who employ 250 or more employees are required by law to publish their specific gender pay information under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation.

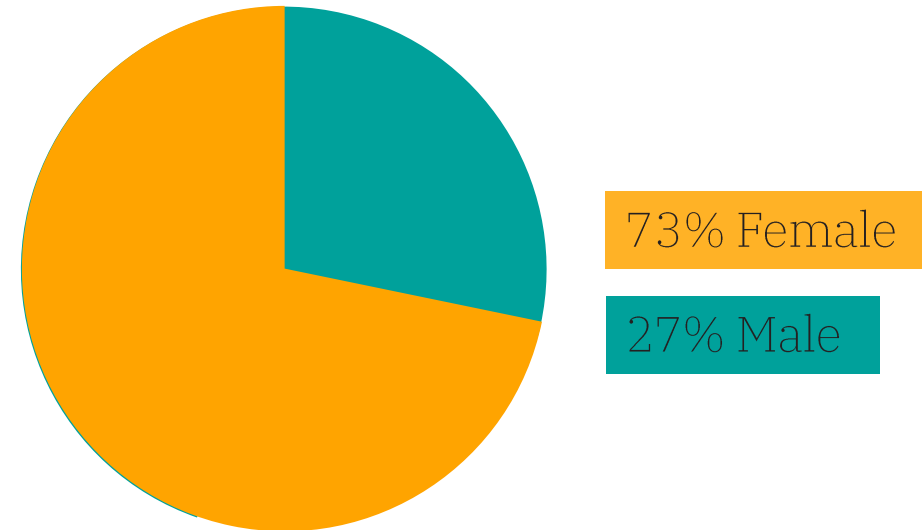
Legislative requirements:

All UK companies with 250 or more employees on 31st March 2020 are required to publish specific gender pay information:

- Mean and median gender pay gap.
- Mean and median gender bonus gap.
- Proportion of males and females receiving a bonus.
- Proportion of males and females by quartile pay band.
- Figures for each legal entity with at least 250 employees on the snapshot date must be calculated and reported separately.
- The mean and median gender pay gap is based on the hourly rates of pay as of 31st March 2020. The mean and median gender bonus gap considers bonus pay received in the 12 months leading up to 31st March 2020.
- Pay quartiles look at the proportion of men and women in four pay bands when we divide our workforce into four equal parts.

For this reporting period CORE Education Trust had a total of six schools and this report provides data on those employees who are employed under a contract of employment, excluding those staff who are on maternity leave; paternity leave; unpaid leave; long term sickness absence and agency staff.

At the point of our snapshot data collection, there were a total of 440 full-pay relevant employees; 73% female and 27% male.

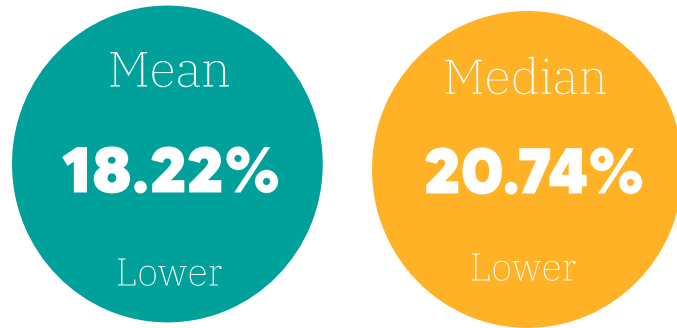


440 full-pay relevant employees; as of 31st March 2020.

What is our gender pay gap at CORE Education Trust

The information presented below shows our overall median and mean gender pay based on hourly rates of pay as at the snapshot date of 31st March 2020.

Hourly Rate

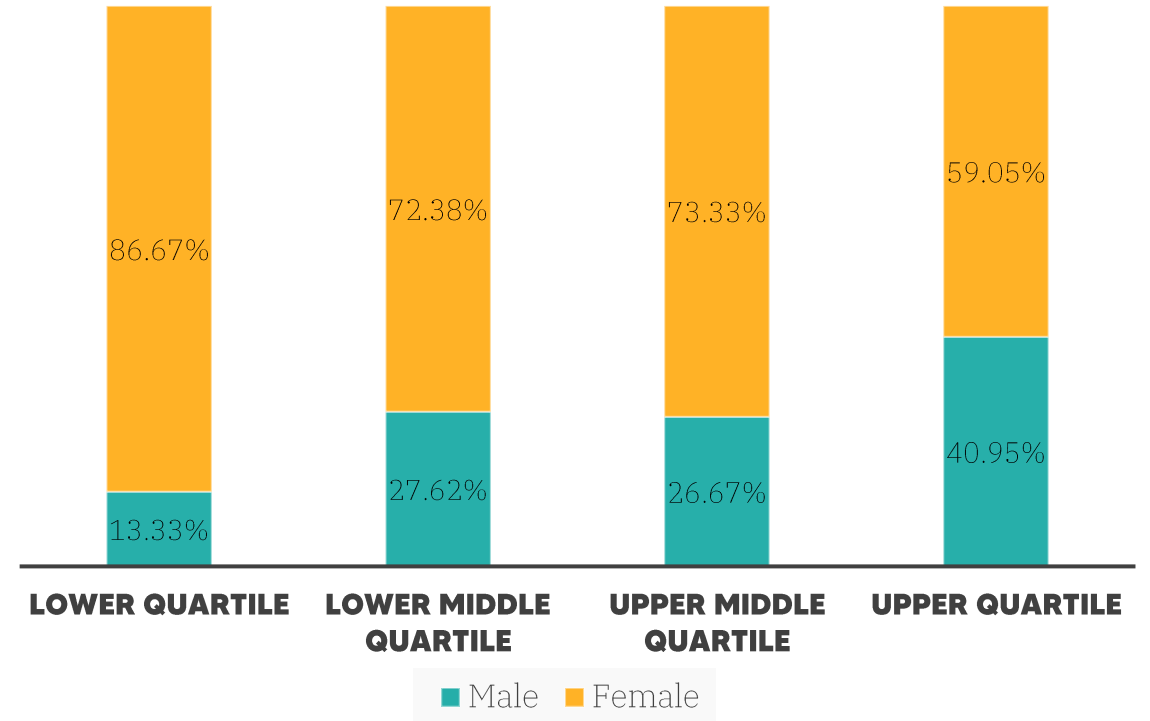


Mean and median gender pay gap

The mean gender pay gap is the difference in average hourly rates of pay that male and female employees receive. This gives an overall indication of the gender pay gap by taking all the hourly rates of pay and dividing by the number of employees in scope.

The median gender pay gap shows the difference between the midpoint of the ranges of hourly pay for men and women by ordering individual rates of pay from lowest to highest and comparing the middle value.

Pay Quartiles



Proportion of males and females by quartile

This is the percentage of men and women employees in four quartiles pay bands (dividing our workforce in to four equal parts).

Mean and median gender pay gap

The data shows that overall, female employees were paid 18.22% less per hour than their male counterparts. Whilst these figures are very similar to the last reporting period and represents a 3.04% reduction in the hourly pay rates between male and female counterparts and a narrowing of the gender pay gap, we are pleased to report that this is a steady trend now for the last three reporting periods.

We continue in retaining a higher proportion of female employees, however, in this reporting period the percentage of those in the upper middle and upper quartiles has increased significantly which is demonstrated in the figures and narrowing of the pay gaps in these quartiles.

We can also report that there is a significantly higher proportion of women in the lower quartiles which indicates that a higher proportion of women are in lower paid grades or who have part time or term time only contracts. The upper and upper middle quartiles show a lower proportion of female staff are paid in the higher pay grades when compared against the lower quartiles and the overall male to female staffing split of 73% female and 27% male.

Concluding Statement

CORE Education Trust promotes equality of opportunity through its ethical sponsorship ethos. In particular, it operates pay and condition policies which are aligned to the nationally agreed pay scales. It is an accredited Real Living Wage Employer. The Trust's recruitment processes ensure the best people are recruited, developed and retained irrespective of gender.

Current salary profiles of top 100 employees in the Trust indicate that female staff are more favourably remunerated at 18.01% higher than men.

The Trustees of CORE Education Trust have the view that the gender pay gap indicated in this report reflects the composition of the workforce rather than pay inequalities and is pleased to note the increase from the last reporting period in the number of females reflected in the upper quartiles. This report demonstrates positive steps in aligning the gender pay gap. The Trustees of CORE Education Trust are committed to continually review, analyse and challenge data in order to promote the closing of the pay gap wherever possible.