



CORE
EDUCATION
TRUST

GENDER PAY GAP
2023

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 2023 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 at 31st March 2023.

The mean and median gender bonus gap considers bonus pay received in the 12 months leading up to 31st March 2023.

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 four 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 266 full-pay relevant employees; 68% female and 32% male.



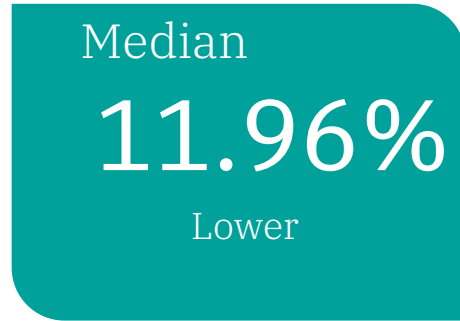
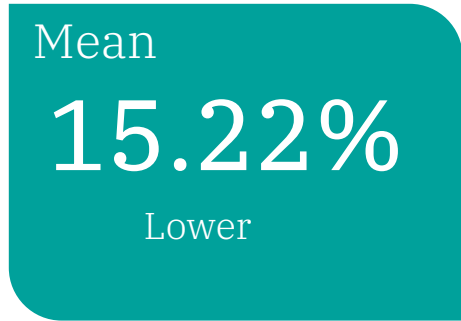
■ Male ■ Female

266 full-pay relevant employees; as at 31st March 2023

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 2023.

Hourly Rate

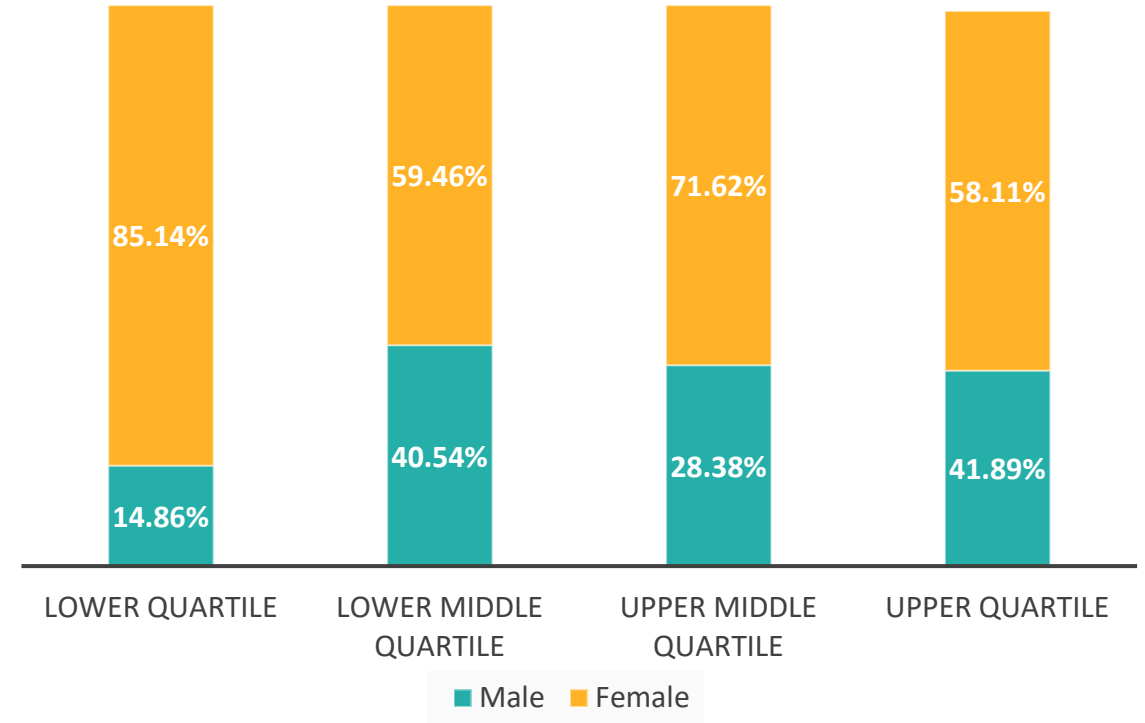


MEAN AND MEDIAN GENDER PAY GAP

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 15.22% less per hour than their male counterparts showing an increase of just over 1.79% in these figures from the last reporting period. There has been an increase in the hourly pay rates between male and female counterparts and a slight widening of the gender pay gap, going slightly against the trend for previous reporting periods.

We continue to retain a higher proportion of female employees, however, in this reporting period, the percentage of those in the upper middle and upper quartiles has increased slightly from the last reporting period. There has also been a shift in the lower middle quartile figures which has also reduced and demonstrated a narrowing of the pay gaps in these quartiles.

There has however been a widening in the lowest quartile figure following improvement in the previous report this may be due to the number of women who were in lower paid grades or who had part-time or term-time-only contracts. In the lower middle and upper quartile the proportion of female staff paid in these bands is lower when compared to the overall male-to-female staffing split. The overall male-to-female staffing split is 68% female and 32% male.

Concluding Statement

CORE Education Trust promotes equality of opportunity through its ethical sponsorship ethos. In particular, it operates pay and condition policies that are aligned with 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 our top 100 employees in the Trust indicate that our female staff are more favourably remunerated based on both the mean and median ratings with a differential of 15.22% and 11.96% respectively.

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.

HOW ARE WE SUPPORTING GENDER EQUALITY AT CORE?

The gender pay gap is not an issue we are accepting of and complacent about. We are deeply committed to pay equality. We are committed to ensuring that all posts across CORE are appropriately and consistently graded irrespective of the gender of the post holder. We are also committed to our Diversity, Equity and Inclusion values that ensure all stakeholders of CORE feel respected and that the principles of openness, transparency, fairness and equality are applied across our Trust.

Our commitment converts to tangible action, and we are developing a number of initiatives that we are implementing this year:

- Producing flexible working case studies to improve employees' and prospective employees' perception of the company's openness to flexible working arrangements.
- Developing a CORE professional development curriculum that offers clear and transparent routes to progression.
- Developing leadership development pathways to support more women in securing leadership positions.