



Connected Learning Multi-Academy Trust

Gender Pay Gap Analysis – Snapshot date 31st March 2018

This is the first report produced under the Equality Act 2010 (specific Duties and Public Authorities) Regulations 2017. As a public sector body with over 250 employees Connected Learning Multi-Academy Trust has a duty to measure and report on our gender pay gap. Our data capture date is 31st March each year.

Connected Learning Multi-Academy Trust do not pay bonuses and therefore only has to report on:

- The difference in the mean pay of full pay men and women expressed as a percentage
- The difference in the median pay of full pay men and women expressed as a percentage.
- The proportion of full pay men and women in each of the quartile bands.

The data for March 2018 is based upon 251 staff paid on the data capture date:

31 Male

220 Female

Males represent only 12.4% of the workforce which is not uncommon for the public sector and education.

Mean Gender Pay Gap

Male	31	£16.37
Female	220	£12.90

The mean gender pay gap is 21.2%

Median Gender Pay Gap

Male	31	£13.51
Female	220	£9.71

The median pay gap is 28.1%

Quartile Pay Band Gender Information

Quartile	Male No.	Male %	Female no.	Female %	Total No.
Lower	2	3.2	60	96.8	62
Lower Middle	4	6.3	59	93.7	63

Upper Middle	15	23.8	48	76.2	63
Upper	10	15.9	53	84.1	63

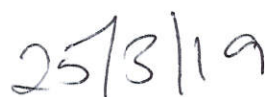
Connected Learning Multi-Academy Trust is a public sector education organisation with 5 Primary Academies and a Central Trust Office as at the capture date.

Primary Academies are always more female dominated. We will actively seek to recruit more male staff within the academies for roles other than leadership. We also ensure that our job roles are evaluated to ensure fair pay in each role and advertise each job with no gender bias.

The Trust operates under Nationally agreed pay scales for all staff.



Signed



Date: