



## Gender Pay Gap Report 2019

Skills for Life Trust as an employer are required by law to carry out Gender Pay Reporting.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation. We are required to publish the results on our own website and a government website. We need to do this by 30<sup>th</sup> March 2020.

We can use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.

The results for the statutory calculations are:

1. **The Mean Gender Pay Gap** – The difference between the mean hourly rate of pay that male and female full-pay relevant employees receive: **23.03%**.

This shows that, overall, female employees receive lower pay than male employees.

2. **The Median Gender Pay Gap** – The difference between the median hourly rate of pay that male and female full-pay relevant employees receive: **41.68%**.

This shows that, typically, female employees receive lower pay than male employees.

3. **The Mean Bonus Gender Pay Gap** – This indicator is not applicable in the Skills for Life Trust

4. **The Median Bonus Gender Pay Gap** – This indicator is not applicable in the Skills for Life Trust

5. **The proportion of males and females receiving a bonus payment** – This indicator is not applicable in the Skills for Life Trust

6. **The proportion of males and females in each quartile pay band:**

- **Lower Pay Band Quartile**

- Male Employees: **11%**                      Female Employees: **89%**

- **Lower Middle Pay Band Quartile**

- Male Employees: **9.2%**                      Female Employees: **91%**

- **Upper Middle Pay Band Quartile**

- Male Employees: **31%**                      Female Employees: **69%**

- **Upper Pay Band Quartile**

- Male Employees: **32%**                      Female Employees: **68%**

## **Supporting Statement and Narrative**

Skills for Life Trust operates as an equal opportunities employer and does not discriminate in any way (as defined by the Equalities Act 2010 and other relevant legislation), regarding recruitment, performance management and employee career development opportunities. All our posts are aligned to nationally agreed pay scales and our male and female staff are paid within the same pay band for the same job role.

The trust recruits to oppose gender-specific roles and has employees in positions that nationally are considered gender biased.

The majority of roles in the trust are part-time, either aligning closely with the hours of attendance of pupils or for part of that time. This not only includes the number hours per week but also the number of weeks worked each year. While this will impact on the average salaries<sup>1</sup>, it is a factor that influences the decision of applicants and the continuation of employment from staff.

The majority of staff are in the lower pay quartiles and the workforce is predominately female therefore the gap between the 'average' female hourly rate of pay and the 'average' male hourly rate of pay is significantly affected.

The Board of Directors reviewed this data and will consider the progress made on reducing the gender pay gap regularly.

**Sue Parry**  
**Trust Human Resources Manager**  
**Skills for Life Trust**

**19 February 2020**

Notes.

1. The, mean or median, average salaries were calculated using an hourly rate of pay, which is calculated with a pay factor. This pay factor will reduce the actual salary compared to that of a Full-Time Equivalent (FTE) contract by the number of weeks paid (including holiday entitlement) per year and the number of hours worked per week compared to FTE.