



The Rowan Learning Trust

Gender Pay Gap Report 2022 - 2023

Released February 2024



MAXIMISING POTENTIAL

Introduction

The Rowan Learning Trust operates within the education sector and are required to publish an annual Gender Pay Gap Report under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The academies included in this report are Hawkley Hall High School, Kirkby High School, The Heys School, Three Towers Alternative Provision Academy, Marus Bridge Primary School, Farrington Primary School, The Acorns Primary School, Whitley Village School, and our Central team.

This report is based on the snapshot date of 31st March 2023.

What is the Gender Pay Gap?

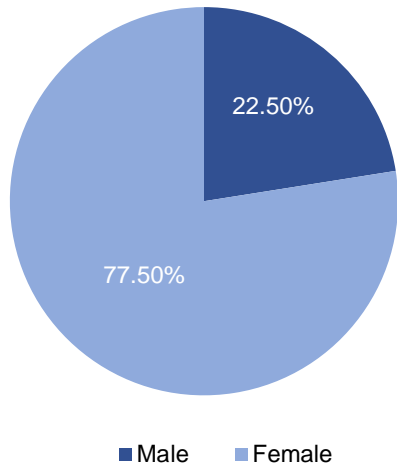
The gender pay gap is not the same equal pay. Gender pay captures the difference in average earnings between men and women regardless of their nature of work. Equal pay means that men and women who are doing the same, similar, or equivalent work must be paid the same. At The Rowan Learning Trust, we use pay scales based on the School Teachers Pay and Conditions Document and the National Joint Council (NJC) for support staff, and therefore are confident that we pay men and women equally for carrying out the same / equivalent roles.

As an employer with over 250 members of staff, we must publish the following:

- Quarterly pay bands – the percentage of male and female employees in four pay bands, which is calculated by dividing the workforce into four equal parts.
- Mean gender pay gap – the difference between the mean hourly rate of pay for male and female employees in our organisation.
- Median gender pay gap – the difference between the median hourly rate of pay for male and female employees in our organisation.

The Trust does not use a contractual bonus scheme and therefore there is no data reported regarding bonuses.

As of 31st March 2023, The Rowan Learning Trust employed 621 staff.



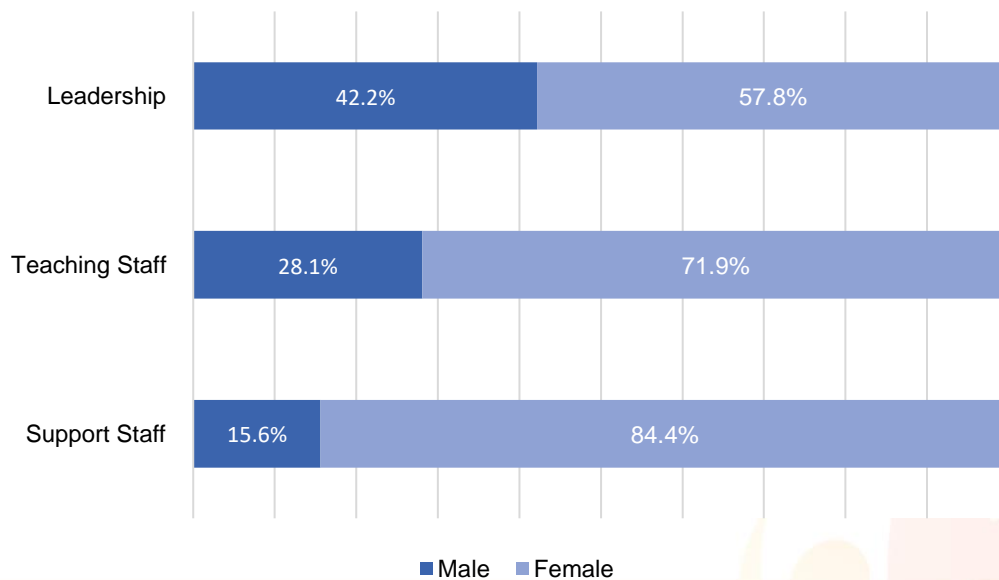
Of these staff:

- 481 were female (77.5%)
- 140 were male (22.5%)

As a Trust, we employ a lot more female staff than male staff and this is indicative of the Education sector as a whole.

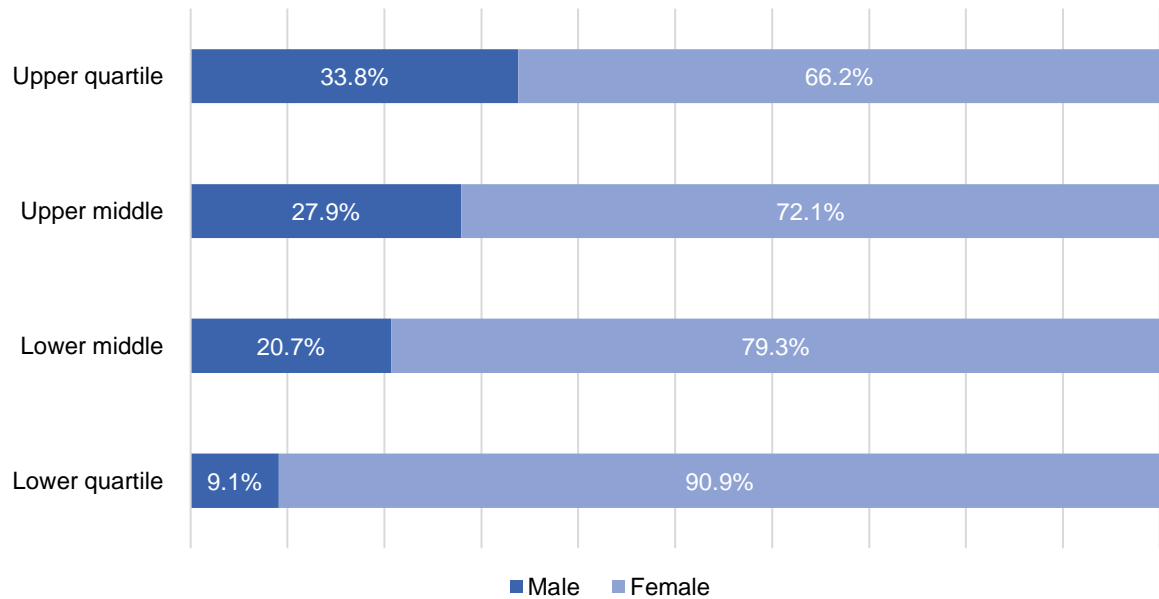
Support / Teaching / Leadership Split

The below table shows the split of male / female staff in support, teaching, and leadership positions.

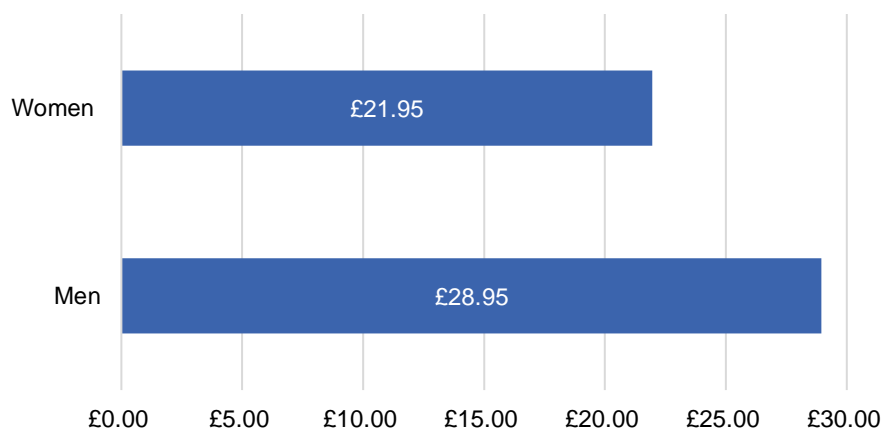


Proportion of Males and Females in each Pay Quartile

This calculation shows the proportion of male and female employees in four pay bands, which is done by dividing the workforce into four equal parts.



Mean Gender Pay Gap for Hourly Pay



The above graph shows the mean hourly pay rates for both men and women within the Trust. On average, men are paid 24.18% more than women.

Median Gender Pay Gap for Hourly Pay



The above graph shows the median hourly pay rates for both men and women. On average, men are paid 39.09% more than women.

Summary

Similarly to many organisations in the education sector, the Rowan Learning Trust employ a greater number of women than men. A much higher proportion of women are clustered at the lower end of the distribution in lower paid roles, whilst men are more likely to occupy the more senior roles. This distribution impacts both our mean and median pay gap. There are many reasons that explain why more men tend to occupy the higher paying roles in our schools. It is important to understand the distribution of men and women in our organisation in order to identify any steps we choose to take to close the gap.

Closing the Gap

The Rowan Learning Trust are committed to equal opportunities and will continue to monitor salary levels that are paid to our employees to ensure that consistent principles are applied in line with the national negotiated guidelines. We aim to be an employer of choice, and we want to make sure that all of our recruitment processes and policies reflect gender equality. All employees within the Trust have access to learning and development opportunities, which will allow them to progress within their desired career pathway. We will continue to salary benchmark to ensure equality and competitiveness in the way we pay our staff.