



The Rowan Learning Trust

Gender Pay Gap Report 2023 - 2024

Released February 2025



MAXIMISING POTENTIAL

Introduction

As an employer with more than 250 members of staff, The Rowan Learning Trust is required to publish an annual Gender Pay Gap Report. Gender Pay Gap reporting is covered under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This report covers the following academies:

- Hawkley Hall High School
- Kirkby High School
- The Heys School
- Three Towers Alternative Provision Academy
- Marus Bridge Primary School
- Farington Primary School
- The Acorns Primary School
- Whitley Village School
- Plantation Primary School
- The Rowan Learning Trust Central Team

This report is based on the snapshot date of 31st March 2024.

What is the Gender Pay Gap?

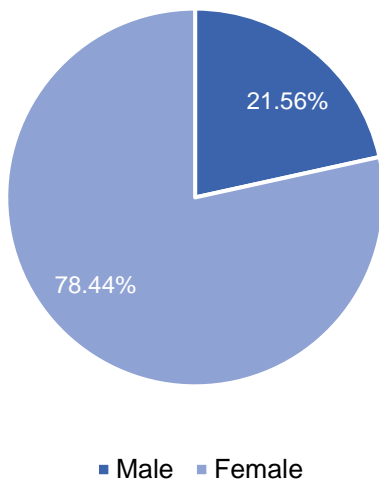
The gender pay gap is not the same as equal pay. Gender pay captures the difference in average earnings between men and women regardless of their nature of work. Equal pay means that men and women who are doing the same, similar, or equivalent work must be paid the same. At The Rowan Learning Trust, 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 2024, The Rowan Learning Trust employed 668 staff.

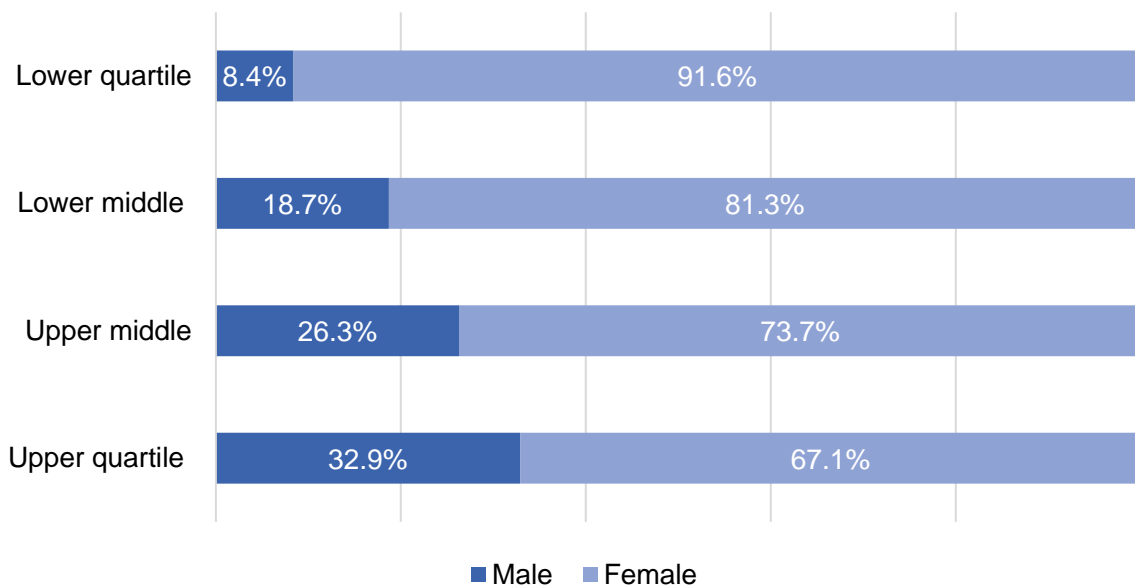


Of these staff:

- 523 were female (78.44%)
- 144 were male (21.56%)

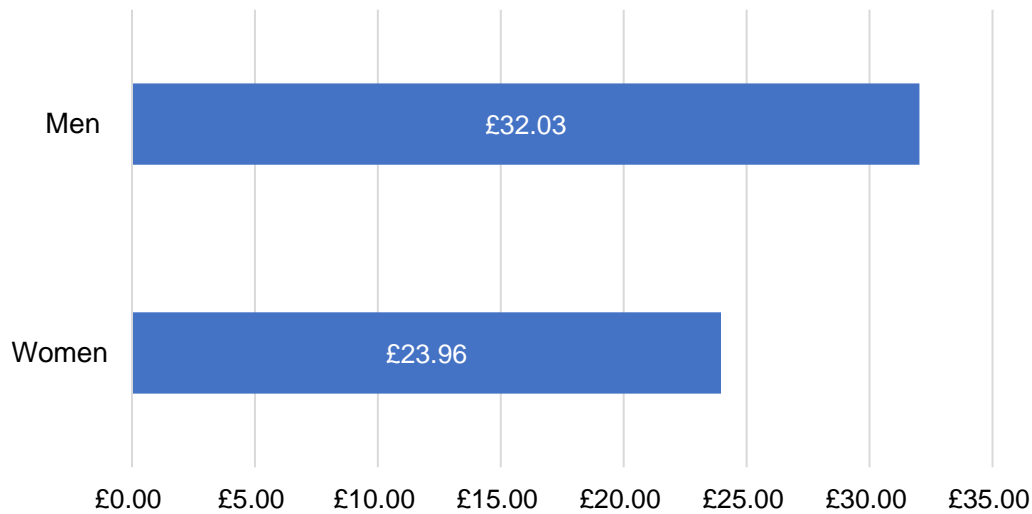
As a Trust, we employ a lot more female staff than male staff and this is indicative of the Education sector as a whole.

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.

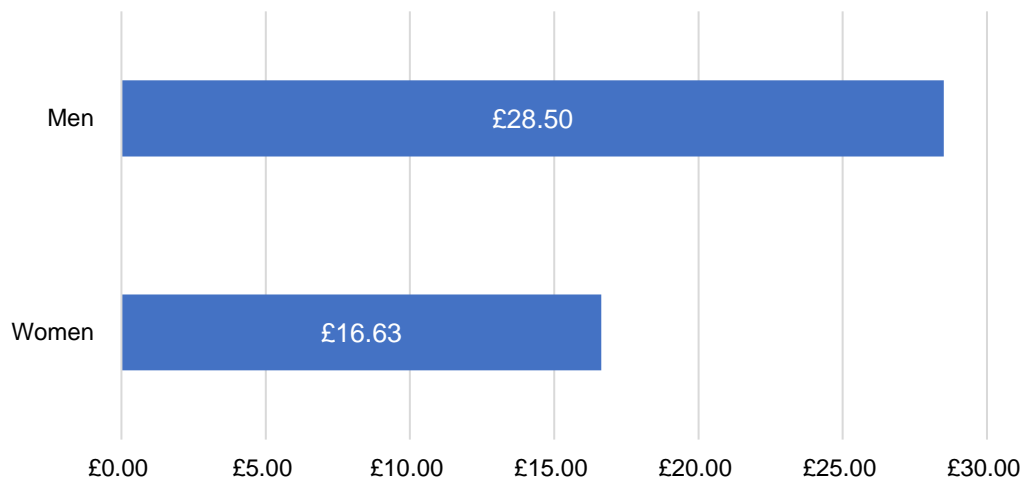
Mean Gender Pay Gap for Hourly Pay



The above graph shows the mean hourly pay rates for both men and women within the Trust.

On average, men are paid 25.2% 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 41.6% more than women.

Summary

Similarly to many organisations in the education sector, women make up the majority of our workforce at The Rowan Learning Trust. A higher proportion of women are employed in lower-paid roles, whilst men are more evenly spread and are more likely to occupy the more senior roles. This distribution continues to influence both our mean and median gender pay gap. Understanding these patterns is important in helping us consider the most effective steps we can take to reduce the gap over time.

Closing the Gap

We remain committed to addressing the gender pay gap by identifying and implementing measures that support career progression, encourage diverse leadership and ensure fair recruitment practices. Some of the things we do to help close the gap include:

Supporting Career Development

We provide leadership training, mentoring and CPD opportunities to support progression into senior roles.

Flexible Working

We are aware that caring responsibilities predominantly fall to women. We encourage flexible working arrangements where possible and have numerous policies that help to balance work and care responsibilities.

Recruitment and Progression

Our recruitment and promotion processes are fair and transparent, allowing us to remove potential barriers for those wishing to progress into higher paid roles.

Pay

We are transparent about our pay ranges and use national pay scales for both support and teaching staff. We continue to benchmark to ensure equality and competitiveness in the way we pay our staff.

Our vision as a Trust is to Provide a World Class Education. By addressing the gender pay gap in our organisation and the education sector as a whole, we hope to create an inclusive and diverse workplace to help us achieve our vision.