



OUR 2020 GENDER PAY GAP REPORT

We are passionate about fairness, equality and inclusion and are committed to pay equality.

Supporting Statement

The report below illustrates the gender distribution and pay by gender at The Diamond Learning Partnership Trust and each of its academies.

The DLPT is committed to the promotion of equality of opportunity for employees and supports the fair treatment of all staff regardless of gender through our transparent recruitment process, pay policy and professional development. We are proud to offer opportunities to males and females at all levels within the organisation and will continue to review options and develop progressive policies that will enable this.

The Trust uses pay scales for all teachers that are aligned to the School Teachers Pay and Conditions Document, which are reviewed on an annual basis. For non-teaching staff we use pay scales set by the NJC (national Joint Council for Local Government Services). Staff move through the pay scales for their grade based on performance in role.

Women make up a large proportion of the DLPT workforce with a significant proportion of women in senior leadership posts through the Trust. We are proud that our Chief Executive Officer and Deputy Chief Executive Officer are women and demonstrate strong and effective leadership throughout our Trust.

We are confident that men and women are paid equally for doing equivalent jobs across our organisation.

The Gender Pay Gap is a high level, non-adjusted indicator of male and female earnings which is affected by workforce distribution and workforce make-up.

The workforce is predominantly female therefore the gap between the 'average' female hourly rate of pay and the 'average' male hourly rate of pay is significantly affected. The overall pay gap reflects the workforce composition rather than pay inequalities. Our gap is in line with many employers in the Education Sector and other multi academy trusts (MATs).

The DLPT is not complacent. We recognise that the Gender Pay Gap is a sector challenge and we take action to address the differences where we can.

Declaration:

I confirm the data reported has been prepared from our payroll data on the snapshot date and fairly presents the gender pay gap information for both the Trust and each of the academies within the DLPT.



Susannah Connell

Lead Executive Headteacher and Chief Executive Officer

The Diamond Learning Partnership Trust

Headline gender pay gap figures

As an employer, The Diamond Learning Partnership Trust (DLPT) is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, to demonstrate how large the pay gap is between our male and female employees.

We publish these results on our own website and submit the figures to the government by the required deadline each year.

We use these results to assess:

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

This Gender Pay Gap Report is based on the relevant data at 31st March 2020 covering all schools and centrally based staff. Whilst we are shown to have a gap, it is in line with the education sector as a whole and we are confident that all our staff are paid appropriately and against national pay ranges. We are proud to be a National Living Wage employer.

The gender pay gap is defined as the difference between the mean or median hourly rate of pay that male and female colleagues receive.

The mean pay gap is the difference between average hourly earnings of men and women. The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middle-most salary.

The proportion of male and female in each pay quartile is the gender split when we order hourly rate of pay from highest to lowest and group into four equal quartiles.

The figures provided in the chart below are based on hourly rates of pay as at 31 March 2020. No bonus payments were made in the reporting period.

	Mean Gender Pay Gap	Median Gender Pay Gap	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Across the DLPT Academies	10.04%	19.5%	12% Male 88% Female	4.2% Male 95.8% Female	12.5% Male 87.5% Female	12.5% Male 87.5% Female