

Employee Communication: Gender Pay Gap Reporting

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employees data.

We are required to publish the results on our own website and a government website. We will do this within one calendar year of April 5th

The company strives to ensure staff are paid on an equal basis but the nature of the work we undertake and the mix of our employees can produce some differences in pay when looked at at the aggregate level.

For the 2022/23 there has been a change in pay differentials between male and female employees as a result of the mix of work being undertaken by employees changing with a significant increase in work being carried out by non teachers. This work is mainly delivered by female employees and has significantly impacted upon median pay calculations for male:female employees. The Company pays all staff, male or female, the same rate of pay for doing the same work, but there are a number of different roles within the Company which have different rates of pay which do result in differences at the aggregate level.

We normally 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 challenge in our organisation and across Great Britain is to eliminate any gender pay gap.

Further details about how we intend to tackle our gender pay gap can be found by:

- talking to your supervisor or manager
- contacting your HR department
- participating in focus groups
- looking at our company handbook or website

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We will establish this by using our existing HR and payroll records. All employees can confirm and update their records if they choose to by contacting Danielle Power.

You can learn more about Gender Pay Reporting by visiting www.acas.org.uk/genderpay

