



Vanguard Learning Trust

Gender pay-gap report, 2023

Background

The gender pay-gap is the difference in the average earnings between all men and women in an organisation. In the UK, public, private and voluntary sector organisations with 250 or more employees are required to report on their gender pay gaps annually.

Employers must report six different measures, based on a snapshot of pay data on a date set out by the Government Equalities Office ([click here](#)):

- percentage of men and women in each hourly pay quarter;
- mean (average) gender pay gap for hourly pay;
- median gender pay gap for hourly pay;
- percentage of men and women receiving bonus pay;
- mean gender pay gap for bonus pay; and
- median gender pay gap for bonus pay.

Headlines about the gender pay gap tend to focus on the median figure, which is less affected by extreme scores compared with the mean and is therefore thought to be the most representative measure in this context. This report shows the difference between the average earnings of men and women expressed relative to men's earnings.

Equal pay looks at the difference in men and women's pay for the same or similar work. It is possible to have a gender pay gap and to pay men and women fairly. If an organisation has a gender gap, it does not mean that one gender is necessarily being paid more than the other for the same role because one gender could occupy a greater proportion of higher-paying roles compared with the other. Equal pay does, however, consider whether men and women are being paid the same for similar work. Therefore, the analysis of a gender pay gap takes into account the whole organisation's pay and compares key metrics for men and women, whereas equal pay considers whether men and women are being paid fairly for doing the same/similar role within the organisation.

This report covers the 2023–2024 reporting cycle, using a snapshot date of 31st March 2023.

Vanguard Learning Trust

Vanguard Learning Trust continues to operate 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 employees' career-development opportunities. Vanguard Learning Trust ensures full compliance with equal pay by:

- adopting full compliance with the school teachers pay and conditions document (STPCD);
- following the national joint council (NJC) "Green Book" for support staff, with particular reference to pay and conditions;
- commissioning external evaluations of new support staff roles; and
- ensuring that recruitment is focussed on skills and qualities rather than demographic characteristics.

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Table 1: Percentage of men and women¹ in each hourly pay quarter

	Men as a percentage	Women as a percentage
Percentage of men and women	21.82	78.18
Upper hourly pay quarter	34.55	64.55
Upper middle hourly pay quarter	31.82	67.27
Lower middle hourly pay quarter	16.36	83.64
Lower hourly pay quarter	4.55	95.45

Table 1 shows that the proportion of women that fulfil the criteria of being “relevant employees” as defined by the Government and Equalities office has increased slightly in 2023. There has been a slight decrease in the proportion of men in the upper middle quarter; the proportion of men in the upper hourly pay quarter has increased by 3% from 2022. The proportion of women in the lower middle and lower hourly pay quarters has increased when compared with data from 2022. There has been an increase of almost 8% in the women’s lower hourly pay quarter since the last report in 2022. A large proportion of those also work part-time. The profile of the workforce is in line with national data sets ([click here](#)).

Table 2: Mean and median gender pay as a percentage hourly pay²

Mean gender pay gap using hourly pay	24.69%
Median gender pay gap using hourly pay	42.13%

Table 2 shows that the mean pay gap is the difference between average hourly earnings of men and women. The median pay gap is the difference between the mid points in the ranges of hourly earnings of men and women. This data shows that the gap between the mean hourly wages for men and women has increased since 2022. The gap between median hourly wage for men and women has, however, decreased since 2022. The mean, whilst being affected by outliers, is more indicative because of the disproportionate number of men and women in the bands.

Table 3: Percentage of men and women who received bonus pay³

	Percentage of men	Percentage of women
Percentage who received bonus pay	7.29	2.92

Table 3 shows that the percentage of men receiving bonus pay is greater than the percentage of women. At Vanguard Learning Trust, 10 men and seven women received bonus pay. The majority of bonuses were paid in the form of non-consolidated payments. These are awarded to teaching staff, mainly senior leaders, in recognition of additional contributions to the school/Trust. They are awarded as a proportion of salary.

¹ HMRC only recognises “male” and “female”. Where an employee has not declared their gender or does not identify with the two aforementioned genders, in line with ACAS guidance ([click here](#)) they have been removed from the calculations.

² A positive percentage shows that women have lower pay or bonuses than men.

³ The Equalities office has defined a “bonus” for the purposes of gender pay gap reporting ([click here](#)).

Table 4: Mean and median gender percentage pay gap using bonus pay⁴

Mean gender pay gap using bonus pay	18.15%
Median gender pay gap using bonus pay	-3.9%

Table 4 shows the mean award for men was greater than those for women, but has reduced from 26.7% in 2022. The median gender pay gap above is -3.9%, indicating that women achieved higher bonus pay using this measure. The median discounts outlier data and, as in the commentary for table 3, the mean is a more indicative figure for this measure.

Table 5: Employee headcount

	Male	Female
Genders of “relevant” employees as defined by the Government and Equalities Office (click here)	96	344

Table 5 shows the vast majority of ‘relevant’ employees are female. The majority of support staff at Vanguard Learning Trust work term-time only and many of these work part-time hours. 78% of Vanguard Learning Trust support staff included in the calculations are female, which is lower than the national average of 89% from data collected in November 2022 ([click here](#)). Support staff tend to earn less than their teaching counter-parts (as confirmed in Table 1).

How is the Trust supporting gender equality?

The Trust continues to challenge the historical imbalance in the education sector inherited within schools that join the Trust, where a disproportionate number of lower paid support staff roles are occupied by female colleagues. The Trust continues to ensure that all senior and middle leaders undertake recruitment training, including recognising and challenging unconscious gender bias. Underpinning all of our actions is Vanguard Learning Trust’s equality duty policy which sets out the commitment to ensure that all people within the Trust, including students and staff, feel respected and valued and that recruitment and selection is open, transparent, fair and equal.

This document was prepared by Stephen Burns, HR manager, for the Trust’s board of trustees’ meeting on Wednesday 12th July 2023.

⁴ As footnote 2 above.