

# Gender Pay Gap Report 2020

Cornwall Education Learning Trust as an employer are 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 at a 'snapshot date' of 31 March 2020. We are required to publish the results on our own website and a government website. We will do this within one year of 31 March 2020.

We can 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 results for the statutory calculations are:

- 1. The Mean Gender Pay Gap** – The difference between the mean hourly rate of pay that male and female full-pay relevant employees receive: **22.4% (2019: 23.9%)**.  
This shows that, overall, female employees receive lower pay than male employees.
- 2. The Median Gender Pay Gap** – The difference between the median hourly rate of pay that male and female full-pay relevant employees receive: **44.5% (2019: 33.6%)**.  
This shows that, typically, female employees receive lower pay than male employees.
- 3. The Mean Bonus Gender Pay Gap** – This indicator is not applicable to Cornwall Education Learning Trust.
- 4. The Median Bonus Gender Pay Gap** – This indicator is not applicable to Cornwall Education Learning Trust.
- 5. The proportion of males and females receiving a bonus payment** – This indicator is not applicable to Cornwall Education Learning Trust.
- 6. The proportion of males and females in each quartile pay band:**
  - **Lower Pay Band Quartile**
    - Male Employees: **6.8% (2019: 7.5%)** Female Employees: **93.2% (2019: 92.5%)**
  - **Lower Middle Pay Band Quartile**
    - Male Employees: **21.6% (2019: 11.8%)** Female Employees: **78.4% (2019: 88.2%)**
  - **Upper Middle Pay Band Quartile**
    - Male Employees: **32.8% (2019: 37.0%)** Female Employees: **67.2% (2019: 63.0%)**
  - **Upper Pay Band Quartile**
    - Male Employees: **34.4% (2019: 28.6%)** Female Employees: **65.6% (2019: 71.4%)**

## **Supporting Statement and Narrative**

Cornwall Education Learning Trust operates 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 employee career development opportunities.

All employees are given equal treatment, regardless of gender, in the terms and conditions of their employment contract if they are employed to do:

- 'like work' - work that is the same or broadly similar
- work found to be of equal value in terms of effort, skill or decision making.

The majority of roles in the trust are part-time, either aligning closely with the hours of attendance of pupils or for part of that time. This not only includes the number hours per week but also the number of weeks worked each year. Whilst this will impact on the average salaries, it is a factor that influences the decision of applicants and the continuation of employment from staff.

The board of trustees are pleased to report a reduction in the mean gender pay gap. This is mainly due to increases to the National Living Wage as well as leadership staff changes.

The board of trustees note the increase in the median gender pay gap, which is mainly due to the merger of Peninsula Learning Trust and Newquay Education Trust in November 2019 and the associated larger increase in numbers of female staff compared to number of male staff.

The board of trustees have reviewed this data and will consider the progress made on reducing the gender pay gap regularly.

**Andy Keast**

*Chief Operating Officer – Cornwall Education Learning Trust*