

Gender Pay Gap Report 2020

The Rose Learning Trust (TRLT), in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulation 2017, is required to publish information to demonstrate the pay gap between male and female employees.

The gender pay gap is defined as the difference between the mean (average) and median (midpoint) hourly rate of pay of male and female employees.

1. Mean Pay Gap

The difference between the mean hourly rate of pay that male and female full pay relevant employees receive is 23.93%.

2. Median Pay Gap

The difference between the median hourly rate of pay that male and female full pay relevant employees receive is 48.97%.

3. The percentage of Males and Females in each Quartile Pay Band

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
% Female	97%	96%	93%	86%
% Male	3%	4%	7%	14%

As at March 2020, The Rose Learning Trust has 394 employees of which 93% are female and 7% are male.

No Bonuses were paid to any member of staff in the reporting period.

Supporting Statement

The Rose Learning Trust is an equal opportunities employer and we support the fair treatment of staff, irrespective of gender.

The Trust's teaching staff pay scales are aligned to the School Teachers Pay and Conditions document, which is reviewed on an annual basis. For non-teaching support staff, the Trust uses the pay scales set by the National Joint Council for Local Government Services.

All posts are evaluated through a transparent process using the principles of a job evaluation scheme that is used by many local authorities and voluntary sector bodies. All male and female employees within the same job role are paid within the same banding.

The gender pay analysis should be considered alongside the composition and distribution of the Trust's workforce. The Rose Learning Trust has a higher proportion of females in every quartile, including the upper quartile. This illustrates that the overall pay gap is a result of the significantly low proportion of males in the more junior grades.

Declaration

I can confirm that the above information has been prepared from our payroll data from the 31st March 2020 snapshot date and fairly represents the gender pay gap information for The Rose Learning Trust.

Signed:



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**Mrs H Harrison
CEO and Accounting Officer**