

Gender Pay Gap Report 2021

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.

Although equal pay and the gender pay gap look at differences between women's and men's pay, they are two different issues and this needs to be remembered when reading this report. Equal pay is the right for men and women to be paid the same when doing the same or equivalent work. This is a legal requirement.

Gender pay gap is a measure of the difference between men's and women's average earnings across an organisation. All roles across the organisation are included in calculating the average earnings figure and it is expressed as a percentage of men's earnings.

Having a gender pay gap does not automatically mean that there is an equal pay issue within an organisation.

There are a number of reasons for a gender pay gap, for example, a gender imbalance in the different levels of roles or if particular types of roles are dominated by a single sex. The Rose Learning Trust is an equal pay employer, having regard to equal pay legislation and adhering to an equal pay practice

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 22.47%.

2. Median Pay Gap

The difference between the median hourly rate of pay that male and female full pay relevant employees receive is 51.31%.

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

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
% Female	99%	92%	94%	89%
% Male	1%	8%	6%	11%

As at March 2021, The Rose Learning Trust has 349 employees of which 93% are female and 7% are male.

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

Understanding our Figures

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. A high percentage of our staff are female (93%), in line with the primary education sector. Where organisations are predominantly one gender or the other, gender pay gaps can easily arise and relatively small changes in the balance of genders can have a significant impact.

The Rose Learning Trust has a higher proportion of females in every quartile, including the upper quartile. However, the 23 males employed are more highly represented in the top 3 quartiles. This illustrates that the overall pay gap is a result of the significantly low proportion of males in the lower quartile relative to their distribution in the higher quartiles.

Most of the part-time roles within the Trust (educational support and midday supervision), are predominantly held by women and market rates for this kind of role tends to be in the lower quartiles. 99% of these employees are women. This group of staff make up over 54% of our employees and therefore has a significant influence on our overall figures.

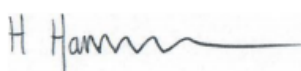
When the pay gap measures are broken down into occupational roles within the organisation, you can see that the gap is significantly reduced:

	Teaching Management	Teaching	Business Management	Business Support	Education Support	Midday Supervisory
Mean Pay Gap	-3.35%	-0.25%	0.00%	0.26%	0.77%	-0.13%
Median Pay Gap	2.32%	0.00%	0.00%	2.02%	3.86%	0.00%

Declaration

I can confirm that the above information has been prepared from our payroll data from the 31 March 2021 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**