

## Gender Pay Gap Report 2024

Published in April 2017, the Gender Pay Gap legislation mandates that all employers with 250 or more employees are required to publish their Gender Pay Gap data.

The regulation necessitates the following reporting requirements:

- The difference in annual mean hourly rate of pay between men and women, expressed as a percentage;
- The difference in annual median hourly rate of pay between men and women, expressed as a percentage;
- The difference in mean bonus pay between men and women, expressed as a percentage;
- The difference in median bonus pay between men and women, expressed as a percentage;
- The proportion of men and women who received bonus pay; and
- The proportion of men and women according to quartile pay bands.

As an employer, Northern Lights Learning Trust does not provide bonus payments to employees; therefore, these aspects will not be reported.

The differences in mean and median hourly rates of pay between men and women, expressed as percentages, are provided below, with bracketed figures for comparison to the year 2023:

Group	Mean	Median
Staff at reporting date: 433 (370)	18.80% (18.19%)	39.60% (38.23%)

The total number of employees at the reporting date is 433, with a comparator figure of 370. The bracketed figures provide comparisons to the year 2023. The distribution of men and women across the quartile pay bands is as follows:

	Quartile 1	Quartile 2	Quartile 3	Quartile 4	Total employees
Men	6.5% (2.2%)	20.4% (23.9%)	23.2% (28.0%)	29.4% (31.2%)	19.9% (21.4%)
Women	93.5% (97.8%)	79.6% (76.1%)	76.9% (72.0%)	70.6% (68.8%)	80.1% (78.7%)

### Supporting statement

Teaching and Support roles across the Trust are maintained with a commitment to fairness and transparency, irrespective of gender. All positions are remunerated according to the same pay band for the same role, regardless of gender.

Teaching posts within the Trust are aligned with the Teachers' Pay and Conditions, with remunerations reviewed on an annual basis. Support staff posts are aligned with the NJC (National Joint Council for Local Government Service) guidelines and each role is evaluated against these. Each employee on an NJC scale point is assigned a relevant range, with the expectation that they will progress throughout their pay range.

To close the gap the trust will continue to review recruitment profiles and salaries across similar roles to ensure transparent job evaluation. We will continue to ensure all staff regardless of gender are informed of the opportunities available to them such as flexible working.



We will offer training and development opportunities to help employee advancement to higher paying positions.

We will target recruitment to ensure underrepresented genders are balanced in all quartiles.

The above information has been prepared from payroll data on the reporting date and represents the Gender Pay Gap information for Northern Lights Learning Trust for 2024.