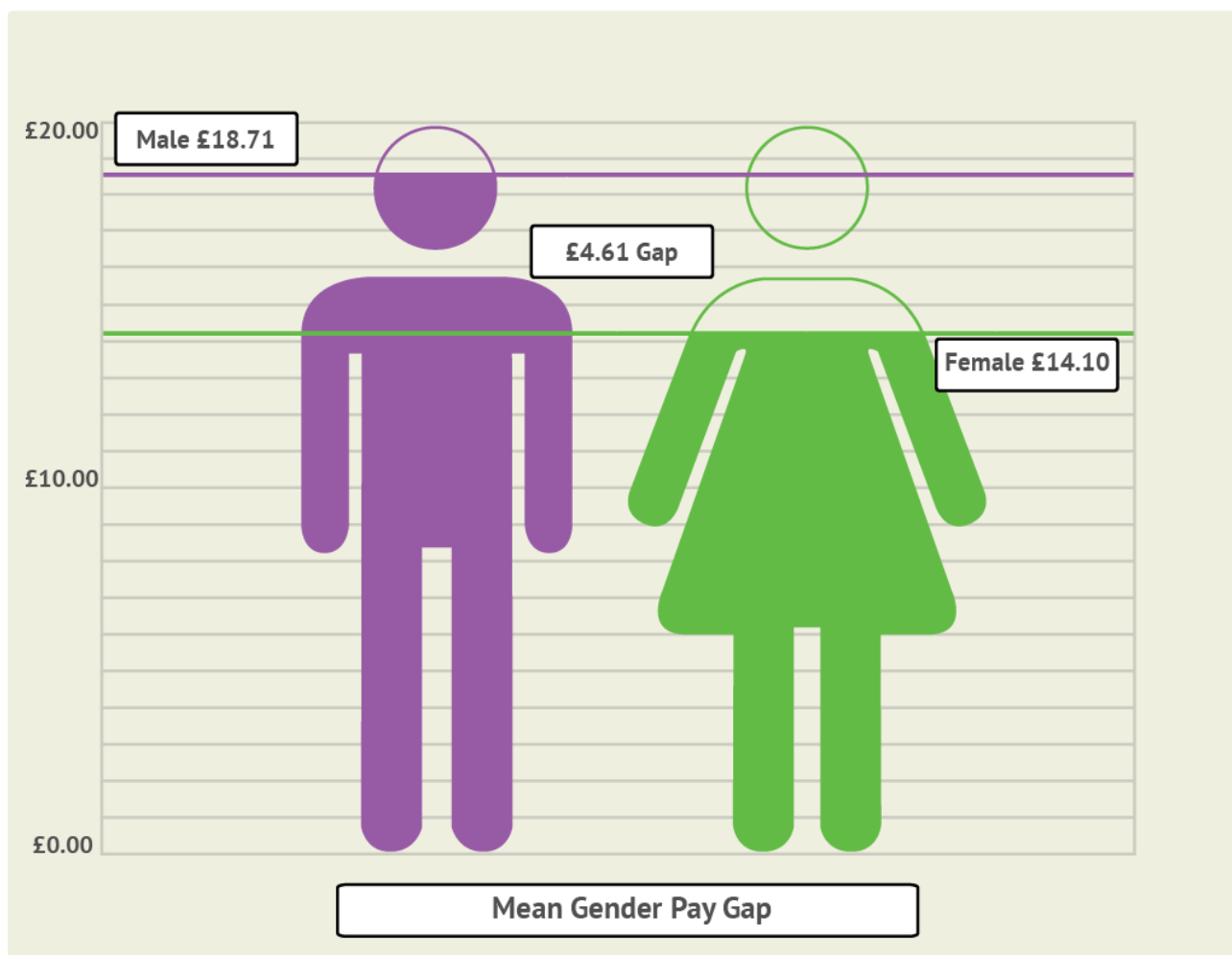


Changing Lives in Collaboration Cooperative Trust

Gender Pay Gap Report



Reporting on the Snapshot Date of 5th April 2018

We are an employer 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. It will not involve publishing individual employee data.

We are required to publish the results on our own website and a government website. We will do this within one calendar year of April 5th 2018.

This report fulfils the Government’s reporting requirements, analyses the figures in more detail, and sets out what we are doing to close the gender pay gap in our organisation.

Our figures are slightly higher than the national UK average mean hourly pay gap of 18.1%.
 Headline figures are only a small part of the story and we must consider the full staffing profile and range of staff. It is for this reason we have reported on a greater range of calculations that the legislation requires.

The results of the calculations

Our staffing gender breakdown is 84.41% female to 15.59% male.

Teaching Staff: 85 teaching members of staff 77.64% are female and 22.36% are male.

Support Staff: 178 support members of staff, 87.64% are female and 12.36% are male.

	Mean Gender Pay Gap	Median Gender Pay Gap	Lower Quartile	Middle Lower Quartile	Middle Upper Quartile	Upper Quartile
All Trust Staff	24.60%	26.88%	F – 92.31% M – 7.69%	F – 90.91% M – 9.09%	F – 74.24% M – 25.76%	F – 80.30% M – 19.70%
Teaching Staff Only	10.70%	3.57%	F – 71.43% M – 33.33%	F – 86.36% M – 9.09%	F – 80.95% M – 23.81%	F – 68.18% M – 27.27%
Support Staff Only	6.28%	12.22%	F – 90.91% M – 9.09%	F – 95.56% M – 4.44%	F – 88.64% M – 11.36%	F – 77.27% M – 22.73%

Pay Gap figures based on recommended calculation (male -female)/male x 100

1. The Mean Gender Pay Gap – The difference between the mean hourly rate of pay that male and female full-pay relevant employees receive: 24.60%. 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: 26.88%. This shows that, typically, female employees receive lower pay than male employees.

3. The Mean Bonus Gender Pay Gap – No bonuses were paid to any member of staff for the reporting period.
4. The Median Bonus Gender Pay Gap – No bonuses were paid to any member of staff for the reporting period.
5. The proportion of males and females receiving a bonus payment – No bonuses were paid to any member of staff for the reporting period.
6. The proportion of males and females in each quartile pay band:
 - Lower Pay Band Quartile - Male Employees: 7.69% Female Employees: 92.31%
 - Lower Middle Pay Band Quartile - Male Employees: 9.09% Female Employees: 90.91%
 - Upper Middle Pay Band Quartile - Male Employees: 25.76% Female Employees: 74.24%
 - Upper Pay Band Quartile - Male Employees: 19.70% Female Employees: 80.30%

Supporting Statement and Narrative

This explains the reasons for the results and give details about actions that are being taken to reduce or eliminate the gender pay gap.

Changing Lives in Collaboration Cooperative is an equal opportunities employer. We support the fair treatment of all staff, irrespective of gender through our transparent policies including:

- Equal Opportunities Policy
- Safer Recruitment Policy
- Staff Development Policy

We use pay scales for all teaching staff that are aligned to the School Teachers' Pay and Conditions document, which is reviewed on an annual basis. For non-teaching support staff, we use the pay scales set by the NJC (National Joint Council for Local Government Services). Staff move through the pay scales for their grade based on a performance management process meaning earnings are based on performance outcomes, irrespective of their gender.

Of the Trust's 263 employees, 222 (84%) are female and 41 (16%) are male however only 9.24% of part-time staff are male. We are a flexible employer a significant number of our employees work part time, 69.90%.

We currently offer excellent flexible working arrangements, with some staff making a positive choice to work part-time. We will continue to promote this flexible working attitude taking into consideration the needs of the school, work-life balance and caring responsibilities.

Challenges

We have a higher proportion of females in every quartile, including the upper quartile. This illustrates that the overall pay gap is a result of the low proportion of males in the more junior grades. The majority of our staff in the lower quartiles are lunchtime organisers, cleaners or kitchen assistants. All of these roles are part-time, aligning closely with school hours and term times, which is a factor that influences the decision of applicants and their continued employment.

Successes

Although we have a majority of females in the junior pay grades, we also have a majority of women in the upper leadership pay grades, the difference in percentage points from the lower quartile to the top quartile is 12.01%. When we isolate the teaching staff this difference in percentage points drops to 3.25 percentage points from the lower quartile to the top quartile. Comparing these results to the previous year's Gender Pay Gap the difference in percentage points from the lower quartile to the top quartile has decreased by 1.25%. For teaching staff, the gap has reduced by 1.51% on the previous year's data.

	Lower Quartile	Middle Lower Quartile	Middle Upper Quartile	Upper Quartile
All Trust Staff	F – 92.31% M – 7.69%	F – 90.91% M – 9.09%	F – 74.24% M – 25.76%	F – 80.30% M – 19.70%
Teaching Staff Only	F – 71.43% M – 33.33%	F – 86.36% M – 9.09%	F – 80.95% M – 23.81%	F – 68.18% M – 27.27%

We have analysed the data further and looked at the figures for teaching staff and support staff separately. The pay gap reduces significantly when calculating the gender pay gap for teaching roles.

We recognise that our staff don't all want the same things from their working lives, however, we aim to provide everyone with opportunities to be the best they can be and to progress, whether to more senior roles, or other roles across the Trust. To support this, we will continue to encourage staff to benefit from the variety of training and development programmes. For example, our female dominated lunchtime teams are traditionally recruited from our volunteer groups, parents and the local community. Lots of employees in this team are returning to work and use the role as a stepping stone on a career path alongside training. As a result of this all the schools support individuals in this career path by offering opportunities to develop skills and apply to teaching assistant roles. In doing so we are seeing individuals progress up into the middle lower quartile.

Plans for Long-term Result

We are taking this opportunity to look at what factors are influencing our gender pay gap, consider any underlying issues and respond to these over the coming year, this will include:

- continue to closely monitor the gender pay gap data
- a thorough review of the recruitment and selection practices across the Trust to establish potential areas for improvement.
- reviewing performance management systems and professional development opportunities to establish potential areas for improvement
- analysis on leadership training opportunities offered in order to establish how individuals are identified for training and how this is influencing future recruitment to posts in the upper quartile.

We will continue to apply pay increases in line with the Local Authority, including increasing the Manchester Minimum Wage in April 2019 raising the hourly rate for workers in the lower quartile in future Gender Pay Gap Reports.

The Trust will continue to monitor gender diversity at all levels and value staff as role models, for example reviewing why we are failing to recruit male lunchtime staff and how this is impacting on children.

I can confirm that the above information has been prepared from our payroll data from the 5th April 2018 and fairly presents the Gender Pay Gap information for Changing Lives in Collaboration Cooperative Academy Trust.

Jo Sands, Chief Operating Officer – Changing Lives in Collaboration Cooperative Trust