

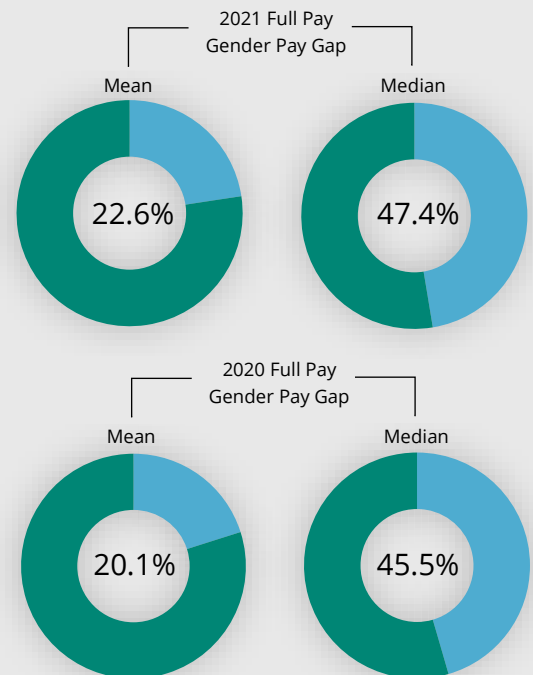
Gender Pay Gap Report 2021

On 31st March 2021, Kernow Learning had 980 open contracts of which 89 (9%) were fulfilled by male colleagues.

The Trust uses pay scales for both teaching and non-teaching staff. Pay scales for teaching staff are aligned to the School Teachers' Pay and Conditions Document (STPCD) which is reviewed annually. Non-teaching staff pay scales are set based on the National Joint Council for Local Government Services. Staff can progress through the pay scales based on their performance, irrespective of gender.

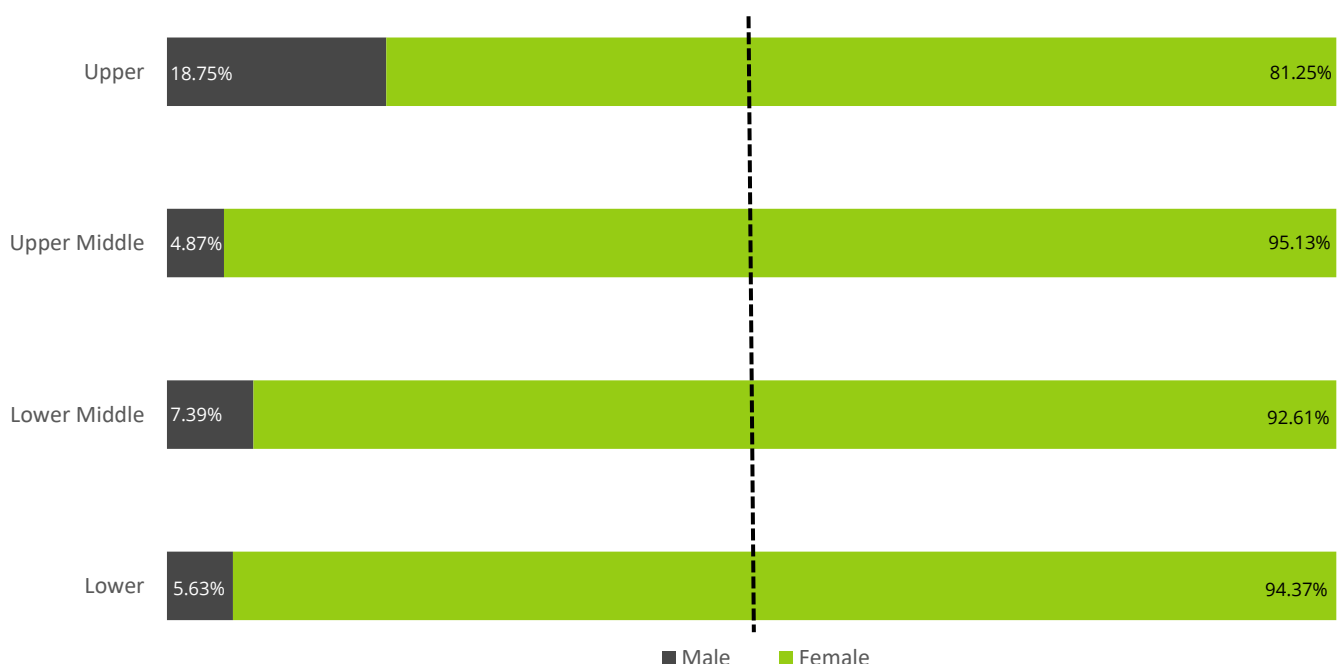
At Kernow Learning, everyone is paid for the role that they have. No other factors affect an employee's remuneration; men and women performing equal work receive equal pay.

The figures in this report are based on the snapshot date of 31st March 2021



Hourly Pay Quartiles

The proportion of male and female employees are split into quartile bands based on their hourly pay. Whilst the majority of employees in the lower quartile are women, the majority of employees in the upper quartile are also female. This is reflective of the overall majority of employees being female and not of gender bias in regards to equal pay.



Full Pay Mean Gender Pay Gap	Full Pay Median Gender Pay Gap	Proportion of Bonus to Males
22.6%	47.4%	0.0%

Bonus Pay Mean Gender Pay Gap	Bonus Pay Median Gender Pay Gap	Proportion of Bonus to Females
0.0%	0.0%	0.0%

Proportion Full Pay M/F in each Band					
Rate		Male	Female	Male	Female
£ -	£ 9.2398	16	268	5.63%	94.37%
£ 9.2398	£ 9.2400	17	213	7.39%	92.61%
£ 9.2400	£ 17.52	11	215	4.87%	95.13%
£ 17.52		45	195	18.75%	81.25%

	Male	Female
Median Hourly Rate	£17.56	£9.24

	Male	Female
Mean Hourly Rate	£17.25	£13.39

	Male	Female
Median Bonus	£0	£0

	Male	Female
Mean Bonus	£0	£0

Understanding

When analysing the mean and median hourly rate there is a statistically significant gender pay gap overall, with female employees earning less on average than their male colleagues. However, it is important to note that occupational pay differences between support staff and qualified teachers significantly impacts on this data. This is shown in the proportioned full pay in each banding where 94.37% of staff in the lower quartile (below £9.23 per hour) are female and are all employed in support staff roles. The overall pay gap is therefore influenced by the low proportion of males in the lower quartile.

Most staff are in the lower pay quartiles and the workforce is predominately female therefore the gap between the 'average' female hourly rate of pay and the 'average' male hourly rate of pay is significantly affected. All our posts are aligned to nationally or regionally agreed pay scales and our male and female staff are paid within the same pay band for the same job role. The Trust recruits to oppose gender specific roles and has employees in positions that nationally are considered gender biased. When carrying out a comparison of roles, there is no pay differentiation between male and female employees.

Whilst the majority of employees in the lower quartile are women, the majority of employees in the upper quartile are also female. This is reflective of the overall majority of employees being female and not of gender bias in regards to equal pay.

Measures

Having considered how specific occupational groupings (e.g. teaching staff, support staff, senior leaders) have contributed to a gender pay gap, the impact of the pay differentials does not appear to give any cause for concern.

The Trust remains committed to:

- Ensuring that recruitment panellists have equality training;
- Making sure gender bias plays no part in pay progression and promotion decisions;
- Being open to flexible working and job-sharing in schools, including for promoted posts;
- Ending discrimination in pay decisions, such as refusing pay progression to teachers who have been on maternity leave;
- Monitoring and regulating pay decisions, particularly at academy CEO and headship levels;
- Ensuring that Performance Management is open, transparent and objective across all schools in the Trust.

The Trustees will review the data on gender pay gap regularly.