

RLT Gender Pay Gap Report

Snapshot date: 31st March 2020

Publication date: May 2021

Overview

River Learning Trust is a Multi-Academy Trust of 24 schools, 16 primaries and 8 secondaries, as well as a SCITT provision. It is the Trust's policy to apply nationally agreed pay rates, as negotiated with the recognised Trade Unions for all roles within our schools. Each school within the Trust has the delegated authority to make job offers and determine the salary rate it offers to employees.

We feel confident that we treat our staff fairly and that employees within the Trust, whether they are male or female are valued and rewarded appropriately. Any notional gender pay gap that exists is attributable to the staffing demographic / profile within our schools and is mirrored elsewhere within the education sector.

Background

As River Learning Trust is an employer of more than 250 staff we are required to publish details annually of the gender pay gap within the organisation.

Please note that the gender pay gap is defined as the relative difference in the average gross hourly earnings of women and men. This is not a direct comparison of women and men in the same roles, but a comparison of females and males across all roles within the Trust. Therefore the issues raised here are not to be confused with our obligation to pay equally for equal work.

The information below was taken on 31st March 2020, as required within the legislation. Therefore only schools and employees within the Trust at this time will be included in these figures, staff on maternity leave, long term sick or other leave which impacts on pay are not included.

The legislation states that specific key metrics should be reported, these are:

1. average gender pay gap as a mean average
2. average gender pay gap as a median average
3. average bonus gender pay gap as a mean average
4. average bonus gender pay gap as a median average
5. proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
6. proportion of males and females when divided into four groups ordered from lowest to highest pay.

As RLT does not have a bonus scheme in place, there is no requirement for us to provide data on key metrics 3,4 and 5. The key metrics 1,2 and 6 are reported below, and have been calculated using the mechanisms set out in the gender pay gap legislation.

Data

The difference in the mean pay of full-pay men and women, expressed as a percentage.	21.59%
The difference in the median pay of full-pay men and women, expressed as a percentage.	31.58%

	1st Quartile	2nd Quartile	3rd Quartile	4th Quartile
Male	10.7%	15.4%	21.5%	25.2%
Female	89.3%	84.6%	78.5%	74.8%

The Trust is committed to undertake further work to gain insights into these figures, in order to better understand and thereby improve the Gender Pay Gap.

Claire Handyside
HR Director
River Learning Trust