



Initio Learning Trust - Gender pay gap report - 31st March 2024

Pay (excluding bonus)

	2024	2023	2022	2021
Difference in mean pay between female and male employees	24.69%	26.88%	30.84%	31.50%
Difference in median pay between female and male employees	48.73%	43.75%	55.85%	55.11%

Bonus Pay

No bonuses have been paid

Salary Quartiles

Payband	Number in sample			Proportion in sample	
	Male	Female	Total	Male %	Female %
Upper Quartile	88	146	234	37.61%	62.39%
Upper Middle Quartile	48	186	234	20.51%	79.49%
Lower Middle Quartile	28	206	234	11.97%	88.03%
Lower Quartile	25	208	233	10.73%	89.27%

Note: Gender pay gap reporting is based on the median and mean hourly rate for employees.

Supporting Statement

Initio Learning Trust operates as an equal opportunities employer and does not discriminate in any way (as defined by the Equality Act 2010 and other relevant legislation), regarding recruitment, performance management and employee career development opportunities.

The mean pay gap and quartile distribution reflects the fact that although half the Trust's executive team are female including the CEO, and 5 of the 13 headteachers are female, proportionally there are more men in teaching and leadership roles in the Trust than in the lower paid support staff roles, when compared to the distribution of women employees. The breakdown of this for these staffing groups are, for Teaching Staff excluding Headteachers, there was a total of 380 staff, of which 107 were male and 273 were female. For Support Staff excluding TA, HLTA, Snr TA, there was a total of 276 staff, of which 44 were male, 232 were female. For Teaching Assistants including HLTA and Snr TA, there was a total of 222 staff, of which 16 were male and 207 were female.

The hourly rate for a teacher, in line with guidance, has been calculated on the basis of a 32.5 hour working week which may be seen to understate their working hours and correspondingly overstate their hourly rate. Nevertheless the Trust acknowledges the gender pay gap as set out in this report.

The positive trend in reduction of the mean and median pay gap which can be seen from 2021 to 2024 are due to the uplift in all support pay bands and in particular the positive impact that this has on support staff on the lowest pay grades.

Moving forward I will aim to provide a breakdown by defined and agreed core staff groups you wish to see represented in this report, along with further disaggregated data sets to strengthen the gender pay gap reporting executive summary.