

Pay (Excluding Bonus)

	2023	2022	2021
® Difference in mean pay between male and female employees:	26.88%	30.84%	31.50%
® Difference in median pay between male and female employees:	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	65	151	216	30.09	69.91
Upper Middle Quartile	40	176	216	18.52	81.48
Lower Middle Quartile	23	193	216	10.65	89.35
Lower Quartile	16	198	214	7.48	92.52

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 Equalities 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 6 of 14 headteachers are female, proportionally there are more men are 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 hourly rate for a teacher, in line with the 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 between 2022 and 2023 are due to the uplift in all support pay bands, and in particular the positive impact that has had on support staff on the lowest pay grades.