



Summit Learning Trust GENDER PAY GAP Report 2024/25



Introduction

All organisations who employ 250 or more employees are required by law to publish their specific gender pay information 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.

The data provided in this report is taken from a snapshot as at 31st March 2024, and we are required to publish the details on our own website and also on the government website. The calculations will show the difference between the average earnings of men and women in our organisation but does not involve publishing individual employee data.

Summit Learning Trust has a total of eight academies, and this report provides data on our employees who are employed under a contract of employment, excluding those colleagues who are on maternity leave; paternity leave; unpaid leave; long term sickness absence and agency staff.

At the point of our snapshot data collection, there were a total of 880 full-pay relevant employees; 75% female and 25% male.

About Summit Learning Trust

880 full-pay relevant employees;
as at 31st March 2024



Gender split of Summit Learning Trust employees.

WHAT IS THE GENDER PAY GAP?

The gender pay gap is a measure of the average earnings of men and women across an organisation. The gender pay gap is not the same as equal pay. Equal pay relates to men and women being paid equally for equal work. This is a legal requirement in the UK and a matter of principle that Summit Learning Trust is committed to and abides by.

Legislative requirements:

- All UK companies with 250 or more employees on 31st March 2024 are required to publish specific gender pay information:
 - Mean and median gender pay gap
 - Mean and median gender bonus gap
 - Proportion of males and females receiving a bonus
 - Proportion of males and females by quartile pay band
- Figures for each legal entity with at least 250 employees on the snapshot date must be calculated and reported separately
- The mean and median gender pay gap is based on the hourly rates of pay as at 31st March 2024
- The mean and median gender bonus gap considers bonus pay received in the 12 months leading up to 31st March 2024
- Pay quartiles look at the proportion of men and women in four pay bands when we divide our workforce into four equal parts.

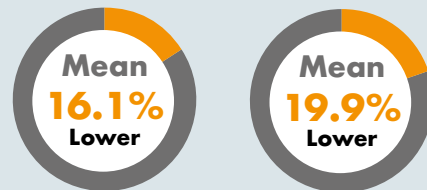


What is our gender pay gap at Summit Learning Trust?

The information presented below shows our overall median and mean gender pay gap based on hourly rates of pay as at the snapshot date of 31st March 2024. No bonus payments were made during the year to 31st March 2024.

Hourly rate

Women's hourly rate is:

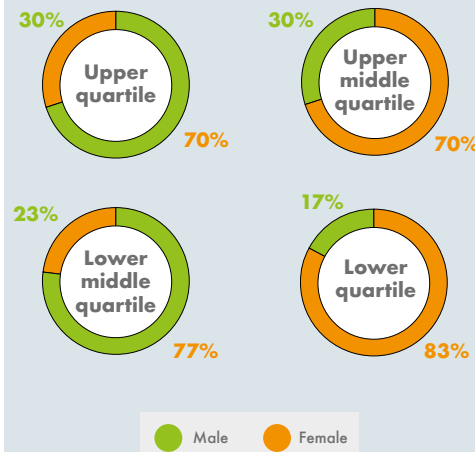


MEAN AND MEDIAN GENDER PAY GAP

The mean gender pay gap is the difference in average hourly rates of pay that male and female employees receive. This gives an overall indication of the gender pay gap by taking all the hourly rates of pay and dividing by the number of employees in scope.

The median gender pay gap shows the difference between the midpoint of the ranges of hourly pay for men and women by ordering individual rates of pay from lowest to highest and comparing the middle value.

Pay quartiles



PROPORTION OF MALES AND FEMALES BY PAY QUARTILE

This is the percentage of men and women employees in four quartile pay bands (dividing our workforce into four equal parts).

What does the mean pay gap in hourly pay show?

The data shows that overall, female employees were paid 16.1% less per hour than their male counterparts, notwithstanding the fact that we have a higher proportion of female employees.

In the four quartiles there is significantly higher proportion of women in the lower and upper middle quartiles, which indicates that a higher proportion of women are in lower paid grades. The upper and upper middle quartiles show a lower proportion of female staff are paid in the higher pay grades when compared against the overall male to female staffing split.

Gender pay gap comparisons

The overall figures for this reporting period show a decrease of 3.4% in mean, and a decrease of 4.0% in the median. The last two year reporting period is as follows:

| Year | Mean | Median |
|-------|-------|--------|
| 23/24 | 19.5% | 23.9% |
| 24/25 | 16.1% | 19.9% |

Whilst this shows a decrease in the gender pay gap, Summit Learning Trust will continue with its aspirations in reducing the gap. We recognise and value the importance of gender pay gap reporting and will continue to review and identify any barriers in areas where improvements can be made.

Support Statement

Summit Learning Trust is committed to the promotion of equality of opportunity in the fair treatment of all its employees. In particular, it operates transparent pay policies which are aligned to the nationally agreed pay scales for all colleagues. We also operate a transparent recruitment process which focuses on recruiting the best talent, irrespective of gender (or other protected characteristics).

We continue to actively develop our CPD offer to all colleagues, and currently offer a Leadership Pathway programme across the Trust, with all our leaders also having recently completed a highly successful Leadership programme in Diversity, Equality and Inclusion. We have a well established Diversity, Equity and Inclusion (DEI) Steering Group and we continue to encourage our talented female colleagues to develop their future careers within a leadership role, and by nurturing our own talent pool, we have provided a number of promotional opportunities to female colleagues not only within their own academies, but also to work flexibly across our Trust.

Our Trust has an established Family, Parental and Carer's Leave Policy which provides enhanced contractual pay benefits for colleagues with families, along with having a Flexible Working Policy. This has provided greater flexibility within the workplace, with a healthy take-up amongst our workforce. Applications are monitored and reported on a termly basis, and all family related policies will continue to be promoted and developed where possible.

It is the view of our Trust that our gender pay gap primarily reflects the workforce composition rather than the pay inequalities, however we will continue to review and analyse data in order to close the pay gap where possible.

