

# Gender Pay Report

## March 2024



We are an employer required by law to carry out Gender Pay Reporting 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; it will not involve publishing individual employee's data. We are required to publish the results on our own website alongside the government's gender pay gap portal.

We can use these results to assess:

- The levels of gender equality in our workplace
- The balance of male and female employees at different levels
- How effectively talent is being maximised and rewarded
- The challenge in our organisation and across Great Britain is to eliminate any gender pay gap

#### **Connect Education Trust payroll data as at March 2024**

Female employees	417
Male employees	51
Total employees	<b>468</b>

Women's mean hourly rate is 6.47 % lower

Women's median hourly rate is 25.32 % lower

Difference in mean bonus pay is nil

Difference in median bonus pay is nil

Percentage of male employees who received a bonus is nil

Percentage of female employees who received a bonus is nil

#### **Percentage of Males and Females in each Quartile**

Quartile	Male	Female	Total
Upper	13.76%	86.24%	100%
Upper Middle	16.67%	83.33%	100%
Lower Middle	11.01%	88.99%	100%
Lower	5.56%	94.44%	100%

#### **Supporting Narrative**

Connect Education Trust have endeavoured to recruit males into the organisation, as they are widely underrepresented in the primary education sector. Generally male staff are underrepresented in the lower quartile pay ranges. However, female staff are by far the most prominent group in the upper pay ranges. Connect Education Trust had been successful in recruiting females into senior positions.