

# The Children's Endeavour Trust

## Gender Pay Gap Report



Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, and as an employer with over 250 employees, CET is required to measure and report on the gender pay gap in the Trust.

The data capture date for the Children's Endeavour Trust was the 31<sup>st</sup> March 2021. The Children's Endeavour Trust (CET) is a primary academy trust and, at this time, was made up of 8 schools in the Ipswich and Stowmarket areas in Suffolk. The Trust has a central team which provides finance and school improvement support and, across the entire organisation, had over 365 staff which are included in the report

To fulfil the regulatory requirements, this report contains information on the following six measures:

- mean gender pay gap in hourly pay
- median gender pay gap in hourly pay
- mean bonus gender pay gap
- median bonus gender pay gap
- proportion of males and females receiving a bonus
- proportion of males and females in each pay quartile

## Reporting Year 2021/22

### Percentage of men and women in each hourly pay quarter

|                                 | Men    | Women  |
|---------------------------------|--------|--------|
| Upper hourly pay quarter        | 18.9 % | 81.1 % |
| Upper middle hourly pay quarter | 8.3 %  | 91.7 % |
| Lower middle hourly pay quarter | 4.2 %  | 95.8 % |
| Lower hourly pay quarter        | 6.2 %  | 93.8 % |

### Mean and median gender pay gap using hourly pay

|  |        |
|--|--------|
| Mean gender pay gap using hourly pay   | 29.4 % |
| Median gender pay gap using hourly pay | 53.1 % |

## Percentage of men and women who received bonus pay

---

|  | Men | Women |
|--|-----|-------|
| Percentage of men and women who received bonus pay | 0 % | 0 %   |

---

## Mean and median gender pay gap using bonus pay

---

|                                       |                |
|---------------------------------------|----------------|
| Mean gender pay gap using bonus pay   | Not applicable |
| Median gender pay gap using bonus pay | Not applicable |

---

## Employee headcount

---

|   |            |
|---|------------|
| Number of employees used to establish your headcount for gender pay gap reporting, on snapshot date | 250 to 499 |
|---|------------|

---

## Narrative

As a trust we employ more support staff than teachers, these staff play a very vital role in the effective operation of our academies. Most of the support staff roles are part-time and term-time only and are, in the main, filled by female workers who need the flexibility of a school job. It is widely known that many female workers wishing to return to employment apply for roles in the public sector. Female staff are more likely to have career breaks and therefore may choose not to progress into senior leadership roles. Working within both the public sector and specifically education, it is common for a high proportion of the workforce to be female. Of our seven schools at the data collection date, 4 were led by women and 3 by men.

The Trust operates as an equal opportunities employer and does not discriminate in any way. Pay scales for teachers and support staff are set nationally and not at school level. We are committed removing any gender bias in our recruitment processes.

## Trust actions

We are committed to reducing our gender pay gap and have agreed the following actions:

- To ensure that our recruitment processes, pay and professional development policies are fair and transparent.

Next snapshot data is 31 March 2022 to be reported by March 2023.

## SIGNED ON BEHALF OF THE CHILDREN'S ENDEAVOUR TRUST

I can confirm that the information published here is accurate.

Signature:



Date: 4<sup>th</sup> March 2022

Status/position: Daniel Jones, Chief Executive Officer