

### Gender Pay Gap March 31<sup>st</sup> 2024

The Collective Vision Trust is an equal opportunities employer and as such offers a tiered salary structure, irrespective of gender.

The statistics as at 31/3/2024 show that **81% of our staff are female and 19% are male.**

The Trust use pay scales based on School Teachers Pay and Conditions (Main Pay Range, Upper Pay Range and Leadership) and the National Joint Council (NJC) pay points for Support staff across the Trust. The Trust has adopted the recommended pay increases for both Teachers and Support staff. The Trust believes that all employees, men and women, are paid an equivalent salary for performing the same job/role. We do not have any variations between female and male pay for performing the same role.

All trainees and new staff are recruited under the same structure and their career progression / earning ability is determined solely by success in post. Employment opportunities are open to all, and we actively encourage our employees to develop and grow to reach their full earning potential. To this end we are supportive in offering flexible training to allow employees to continue to develop at a pace, and in a way, that is suited to their individual needs and goals.

#### **Pay and Bonus Gap**

Collective Vision Trust do not pay bonuses and therefore the 3 statutory calculations in relation to this area; Median Gender Pay Bonus gap, Mean Gender Pay Bonus Gap and the proportion of male and females receiving bonuses are not applicable.

#### **Staff proportions**

The overwhelming majority of staff employed are female. The proportions of staff employed across the trust are shown below:

	Female	Male
All staff	81%	19%
Teaching Staff (inc. Leadership)	75%	25%
Education Support Staff	92%	8%
Other Support Staff	76%	24%

#### **Mean and Median Gaps**

The overall mean and median pay gap between men and women, based on a snapshot of data at the 31 March 2024, were as follows:

Mean 17.83%  
Median 43.69%

This has been broken down for different groups of staff as follows:

Teaching staff (inc. Leadership):	Mean 6.22%	Median 8.43%
Educational Support Staff:	Mean -7.54%	Median -6.83%
Other Support Staff:	Mean 15.37%	Median 2.46%

### Quartile Pay Bands

	Male	Female
Lower	15.94%	84.06%
Lower Middle	10.29%	89.71%
Upper Middle	22.06%	77.94%
Upper	29.41%	70.59%