



Gender Pay Gap Report 2018 to 2019

The Rowan Learning Trust are required to carry out Gender Pay Gap 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.

The Gender Pay Gap Report is based on data as at 30th March 2018. At this date, The Rowan Learning Trust employed 385 staff, of which 293 were female (76.1%) and 92 were male (23.9%).

Mean and Median Gender Pay Gap for Hourly Pay and Bonuses

These calculations show the difference between the mean and median hourly rate of pay and bonuses that male and female employees receive.

Mean Gender Pay Gap in Hourly Pay*	17.63%
Median Gender Pay Gap in Hourly Pay*	34.6%
Mean Bonus Gender Pay Gap	N/A
Median Bonus Gender Pay Gap	N/A
Proportion of Males receiving Bonus Payments	N/A
Proportion of Females receiving Bonus Payments	N/A

*A positive percentage figure means women's hourly rate is 22.4% lower than the mean measurement than men's. The median indicates that women's pay is 35.9% lower than men's.

Proportion of Males and Females in each Pay Quartile

This calculation shows the proportions of male and female employees in four pay bands, which is done by dividing the workforce into four equal parts.

	Male	Female
Upper Quartile	30.21%	69.79%
Upper Middle Quartile	27.84%	72.16%
Lower Middle Quartile	23.71%	76.29%
Lower Quartile	13.54%	86.46%

Supporting Statement

The Rowan Learning Trust employ more female staff than male, this is indicative of the Education sector as a whole. There are no differences in pay rates for different genders occupying equivalent roles, as all roles are scale point related.

We are committed to equal opportunities and will continue to monitor salary levels that are paid to our employees to ensure that consistent principles are applied in line with the national negotiated guidelines.