

# The Children's Endeavour Trust

## Gender Pay Gap Report 2023.24



Under the Equality Act 2010 (Gender Pay Gap Information) 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.

This report provides a snapshot of the gender balance within the organisation as of 31<sup>st</sup> March 2024, and analyses the difference between the earnings of male and female employees regardless of their role or seniority.

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.

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

The overall measure of the gender pay gap is the difference between the mean or median hourly rate of pay for female and male employees. This can be seen in table A

### Mean and Median gender pay gap - hourly pay

	2024	2023
Mean gender pay gap using hourly pay	31.3%	25.5%
Median gender pay gap using hourly pay	59.1%	44.9%

Table A

Table A shows that on average (mean and median) male employees are paid higher than female employees. This is due to a lower number of males employed in the Trust compared to females and those males being in more senior positions.

### Percentage of Men and Women in Each Hourly Pay Quarter

	2023.24		2022.23	
	Men	Women	Men	Women
Upper hourly pay quarter	16.4%	83.6%	14.6%	85.4%
Upper middle hourly pay quarter	10.6%	89.4%	10.1%	89.9%
Lower middle hourly pay quarter	5.7%	94.3%	5.4%	94.6%
Lower hourly pay quarter	2.5%	97.5%	7.0%	93.0%

Table B

Table B analyses the proportion of males and females in each pay quartile. The table shows there are a higher number of women than men in all quartiles especially the bottom 2. In comparison to 2022.23 the gap increased for the lower quarter and remained largely static for the upper middle and lower middle quarters.

No bonuses were paid to staff for the reporting period as per table C & D.

**Percentage of men and women who received bonus pay**

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

Table C

**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

Table D

**Employee headcount**

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

Due to the nature of the roles and staff we employ across the Trust, we do employ more support staff than teachers. Support staff play a vital role in the effective operation of our academies and the delivery of education. Many support staff roles are part-time and term-time only and remain filled by female workers who continue to need the flexibility of a school position.

As Female workers are more likely to have a career break, when returning to employment they generally apply for roles in the public sector which offers more flexibility. Working within both the public sector and specifically education, it is common for a high proportion of the workforce to be female. For the period for which this data is collected, of our eight school, seven were led by women and 1 was led by a man.

The Trust operates as an equal opportunities employer and does not discriminate in any way. Payscales for teachers and support staff are set nationally and not at school level. We are committed to 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<sup>st</sup> March 2025 to be reported by March 2026.

I can confirm that the information published here is accurate

Signature: 

Date: 21<sup>st</sup> March 2025

Status/position: Daniel Jones, Chief Executive Officer