

# Gender Pay Gap Report

## 2022-2023

### Introduction

The Equality Act 2010 (Gender Pay Gap Information) 2017 requires employers with 250 or more employees to publish details of its Gender Pay Gap, based on a reference date of 31<sup>st</sup> March.

The Gender Pay Gap shows the difference between the pay averages (mean or median) of men and women in the organisation.

In 2023, we have seen a small increase in the number of women in the upper quartile compared to the previous year. M

## Bonus Payments

A total of 66 employees received additional payments, which have been classified as bonus payments, in the year ending March 2023. Bonusses are defined as any payments related to profit sharing, productivity, performance, incentive, commission and long service awards with a monetary value. The mean and median bonus pay gap for 2023 is reported below and compared to the previous 4 years.

	2020	2021	2022	2023
	27.60%	6.38%	33.52%	53.80%
	50%	89.51%	75.00%	37%

Of the employees who were paid a bonus in 2023, women received, on average, a lower bonus payment than men with a mean bonus gender pay gap of 53.80%. This means that for every £1 bonus payment paid to a male, a female received 46.2p compared 66.5p in 2022.

## Commentary on the Gender Pay Gap

The composition of the workforce for 2023 is 67.1% female and 32.9% male. This ratio of female to male staff has remained relatively constant over the past 3 years.

### Mean and Median Gender Pay Gaps

Gender pay gaps exist across all industries and sectors and the reasons for them are complex.

Since our last report, our Mean pay gap has increased by 1.6% to **11.9%** and the median pay gap has decreased by 2.2% to **14%**.

This has been driven by the following factors:

The mean pay gap is higher within the upper quartile than any other quartile and since 2022 we have seen a 27% increase in the number of male employees earning at the higher levels of the upper quartile.

The balance of female staff compared to male staff across the four pay bands. Whilst we have a greater proportion of female staff in the whole organisation, 73% of employees in the lower quartiles are female.

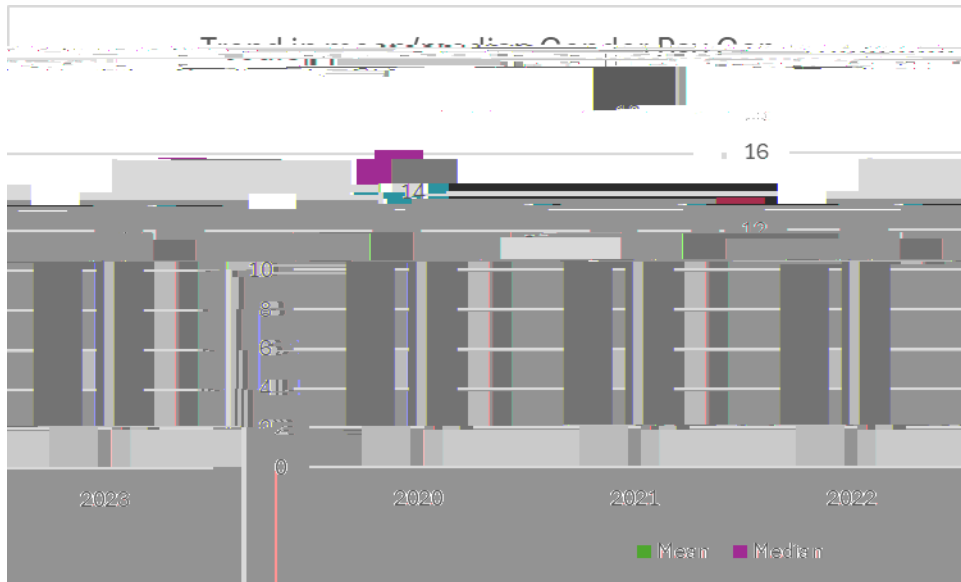
For teaching staff, the mean Gender Pay Gap is 2.4% in favour of female employees.

The improvement in the median pay gap has been impacted by:

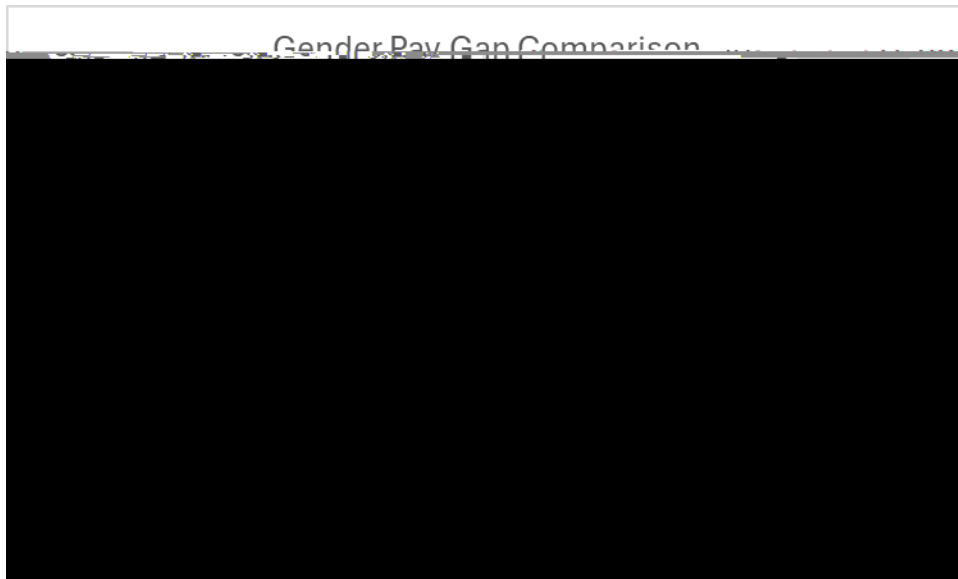
An increase of 1.85% in the number of males employed in the lower quartiles compared to 2022.

A differentiated cost of living increase ranging from 8% for the lower earning employees to 2.5% for the higher earning employees.

The 4-year trend for Gender Pay Gap demonstrates that whilst showing an increase against 2022, the mean gender pay gap remains lower than that recorded in 2020 and 2021 and the median gender pay gap has been improving since 2021.



When compared to the Office for National Statistics (ONS) and within the context of the education sector having the third highest pay gap, it indicates that the measures that have been put in place by Activate Learning are having a positive impact on women's pay.



This does not mean that the Group underpays its female staff. Activate Learning supports fair reward and recognition of all staff irrespective of gender. Female and Male staff receive equal pay for equal work. Roles of equal value are paid on the same grade with incremental scale points within the Group's grading structure. All eligible staff received a salary increment within the reporting period in line with the individual pay scales for their job roles in addition to a cost-of-living salary increase, which was weighted higher for the lower grades in 2022.

## Mean and Median Bonus Gender Pay Gaps

A small number of staff at Activate Learning received payments which were classified as bonus payment during the 12 months preceding the 31 March 2023, 2.98% of men and 3.83% of women.

These payments relate to productivity, performance, incentive, commission and long service awards with a monetary value.

The mean gender bonus gap (the average bonus payment) rose by 20.28% to 53.8% and the median gender bonus pay gap (the difference between the midpoint) reduced by 38% to 37



