

The Discovery Educational Trust (DET) supports the fair treatment of all staff irrespective of gender, through the transparent recruitment, pay and professional development process.

### Differences Between the Gender Pay Gap and Equal Pay

**Equal Pay** – is the legal requirement (Equality Act 2010) for men and women to be paid the same for performing the same or like work.

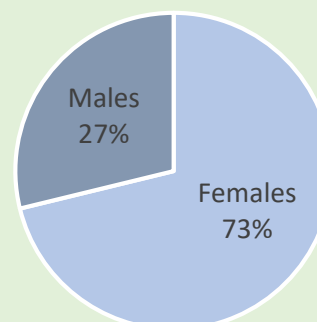
**Gender Pay Gap** – is the difference between what men typically earn in an organisation compared to what women earn, irrespective of their role or seniority. The difference is expressed as a percentage of the men’s earnings.

### Number of Staff

As of 31 March 2023, the Trust had 442 employees.

73% (323) female

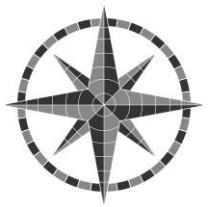
27% (119) male



Female staff are in the greatest proportion across all quartiles, whilst also making up a significant part of the total workforce. The Trust believes that a gender pay gap exists due to the nature of many roles in schools traditionally being filled by female workers (i.e. Learning Support Assistants, Midday Assistants, cleaners and other Support Staff). This is not by design, but as a result of a historic pattern. The action taken by the Trust to combat the gender pay gap is detailed in the second half of this report. The below results are typical of the multi-academy trust sector.

### Gender Pay Gap Summary 31 March 2023

Mean Pay Gap	Median Pay Gap	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
20.4% (21/22 13.8%)	34.3% (21/22 15.8%)	M 21.8% (21/22 27.6%)	M 19.8% (21/22 30.8%)	M 24.5% (21/22 29.1%)	M 41.4% (21/22 41.0%)
		F 78.2% (21/22 72.4%)	F 80.2% (21/22 69.2%)	F 75.5% (21/22 70.9%)	F 58.6% (21/22 59.0%)



3. Mean bonus gender pay gap: 0%
4. Median bonus gender pay gap: 0%
5. Proportion of males and females receiving a bonus payment:
  - a. 0% (male)
  - b. 0% (female)

**The Trust uses the following pay scales:**

- For Teaching Staff, the pay scales applied are in accordance with the School Teachers' Pay and Conditions Document (STPCD) and the accompanying statutory guidance.
- For Support/Associate Staff, the pay scales applied comply with local and national pay agreements as set by the National Joint Council for Local Government Services (NJC), which ensure that Support/Associate Staff receive an hourly rate higher than the National Living Wage.

Staff move through the pay scales for their grade based solely on performance in their role. Therefore, earnings reflect performance, rather than gender.

The DET Pay Policy sets out the decision-making framework, which is designed to ensure fairness and transparency for staff pay awards. The Policy is subject to annual review.

**Taking Action**

**Reporting**

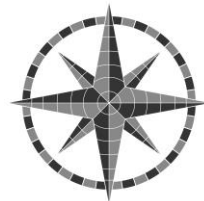
The Trust analyses the gender pay gap annually and reports and publishes this data to demonstrate compliance and transparency.

- The Trust undertakes to complete further analysis and provide information to staff at a practical level to help them understand the gender pay gap and context.
- Before each annual report, the Trust investigates what it can do to address the gender pay gap.
- The Trust takes appropriate action to reduce the gender pay gap, where possible.

**Supporting Equality and Inclusion**

- The Trust operates standardised, transparent recruitment processes that remove opportunities for bias. These include recruitment via appropriate websites to ensure the widest circulation of Trust job opportunities, inclusive job descriptions and shortlisting by skill and suitability for the role.
- The Trust ensures that all employees have the same access to information on promotions.
- The Trust operates a Flexible Working Policy in line with legislation. This was last published in December 2022 and is reviewed annually, or earlier if required. This

## **DISCOVERY EDUCATIONAL TRUST**



### **GENDER PAY GAP REPORT as at 31 March 2023**

Policy states that employees, who have been employed for more than 26 weeks can make a flexible working request, but that an employee can only make one application in any 12-month period (further applications are considered on a discretionary basis only).

- The Trust also operates a Sabbatical Leave Policy, which was published in June 2023.
- Family Leave – the Leave of Absence Policy includes guidance on Adoption, Maternity, Paternity and Parental Leave. The Trust also supports shared parental leave and flexible arrangements to support parental responsibilities.
- Diversity and Inclusion – The Trust is committed to the advancement and promotion of equality and diversity for all staff and has an Equality and Diversity in Employment Policy to support this commitment as well as a published Equality Statement and Objectives.
- The Trust has designated a Lead People Trustee, whose remit includes Equality and Diversity, and each DET School has nominated a Senior Leadership Team (SLT) member to lead on Equality and Diversity issues.

### **DISCOVERY EDUCATIONAL TRUST GENDER PAY GAP REPORT as of 31 March 2023**

I can confirm that the above information has been prepared from the payroll data on the snapshot date and fairly represents the Gender Pay Gap data for the Trust.

Ryan Duff

Chief Executive Officer