

DISCOVERY EDUCATIONAL TRUST

GENDER PAY GAP REPORT as at 31 March 2024

Introduction

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

As an employer with over 250 employees, the Trust is required to measure and report on its gender pay gap. The Trust analyses the gender pay gap annually and reports and publishes this data to demonstrate compliance and transparency.

This involves carrying out six calculations to show the differences between the earnings of women and men in the organisation. It does not involve publishing any individual employee data.

Differences Between the Gender Pay Gap and Equal Pay

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

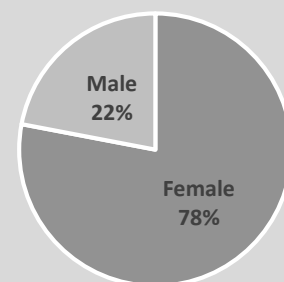
Gender Pay Gap – is an equality measure showing the difference in average earnings between men and women. It measures the difference between what men typically earn in an organisation compared to what women earn, irrespective of their role or seniority. The difference is expressed as a percentage of the men's earnings.

Number of Staff at Discovery Educational Trust

As at 31 March 2024, the Trust had 552 employees across two secondary and three primary schools.

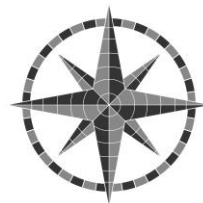
Two new primary schools have joined the Trust since the last Gender Pay Gap report (Hogarth Primary School and Kelvedon Hatch Primary School).

The Trust also employs staff within a central team function (HR, IT, Finance, Estates Management, School Improvement).



■ Female ■ Male

- 78% of Trust staff (429) are female
- 22% of Trust staff (123) are male



Gender Pay Gap Summary

Year	Mean Pay Gap	Median Pay Gap	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
2024/2025 31 Mar 2024	21.7%	24.6%	M 17.4% W 82.6%	M 13.8% W 86.2%	M 20.3% W 79.7%	M 37.7% W 62.3%
2023/2024 31 Mar 2023	20.4%	34.3%	M 21.8% W 78.2%	M 19.8% W 80.2%	M 24.5% W 75.5%	M 41.4% W 58.6%
2022/2023 31 Mar 2022	13.8%	15.8%	M 27.6% W 72.4%	M 30.8% W 69.2%	M 29.1% W 70.9%	M 41% W 59%

Bonus Pay Gap

Please note that bonuses are not typical in the education sector however the Trust is still required to report these figures.

Mean bonus gender pay gap:	0%
Median bonus gender pay gap:	0%
Proportion of males and females receiving a bonus payment:	0% (male) / 0% (female)

Commentary on the Trust's Gender Pay Gap

The Mean Pay Gap is 21.65% and the Median Pay Gap is 24.60%.

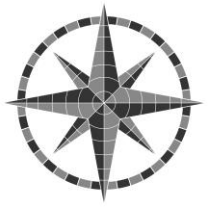
Female staff are represented in the greatest proportion across all quartiles and make up a significant part of the total workforce across the Trust. The results shown above are typical of the multi-academy trust sector.

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/Associate staff). Many of the employment opportunities within schools facilitate choice for flexible, part time and hourly-paid working arrangements and this model attracts a significantly higher female audience. The gender pay gap therefore represents the workforce demographic and personal work pattern choices rather than gender pay inequality.

Pay Scales and Policy

The Trust uses the following pay scales:

- **Teaching Staff** - pay scales applied are in accordance with the School Teachers' Pay and Conditions Document (STPCD) and the accompanying statutory guidance.



- **Support/Associate Staff** - 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, reviewed annually, sets out the decision-making framework, which is designed to ensure fairness and transparency for staff pay awards.

Taking Action

The Trust aims to support equality and inclusion and to reduce the gender pay gap, where possible, by focussing on the following:

- Operating 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.
- Supporting apprenticeships in order to attract in new talent and support existing employees' career development and progression.
- Providing access to information on promotions and internal opportunities.
- Operating a Flexible Working Policy in line with legislation, last published in March 2024 and reviewed annually, or earlier if required. The right to request flexible working is a day one entitlement and it is therefore open to all employees to make such a request and have it properly considered.
- Continuously updating guidance and policies to help line managers ensure those returning from family leave feel supported and welcomed.
- The Trust's 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 and caring responsibilities (short and longer term).
- 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 an Equality and Diversity Lead.
- The Trust is setting up a dedicated HR Committee for 2024/2025, with a dedicated focus on people initiatives.

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
Discovery Educational Trust