

Coast and Vale Learning Trust

Gender Pay Gap Report 2024

Introduction

Coast and Vale Learning Trust is an employer required by law to report on the gender pay gap to show the pay gap between our male and female employees. This is different to equal pay, which is the difference in pay between men and women who do the same job and role.

Data Used

The information below shows the gender pay gap that exists within Coast and Vale Learning Trust, using a snapshot from the Trust's payroll based on staff employed on 31st March 2024.

Results

Coast and Vale Learning Trust are required to report on 4 areas and the results of these calculations are as follows:

- 1. The mean (average) gender pay gap:** The difference between the mean hourly rate of pay for men and women employed at the Trust is 16.69% lower for female employees. (For 2023 this was 20.14%)
- 2. The median gender pay gap:** The difference between the median hourly rate of pay for men and women employed at the Trust is 42.24% lower for female employees. (For 2023 this was 54.70%)
- 3. The mean and median bonus gender pay gap:** The mean and median bonus gender pay gap is 0%. This is due to the fact that Coast and Vale Learning Trust have no employees in roles that attract a bonus payment.

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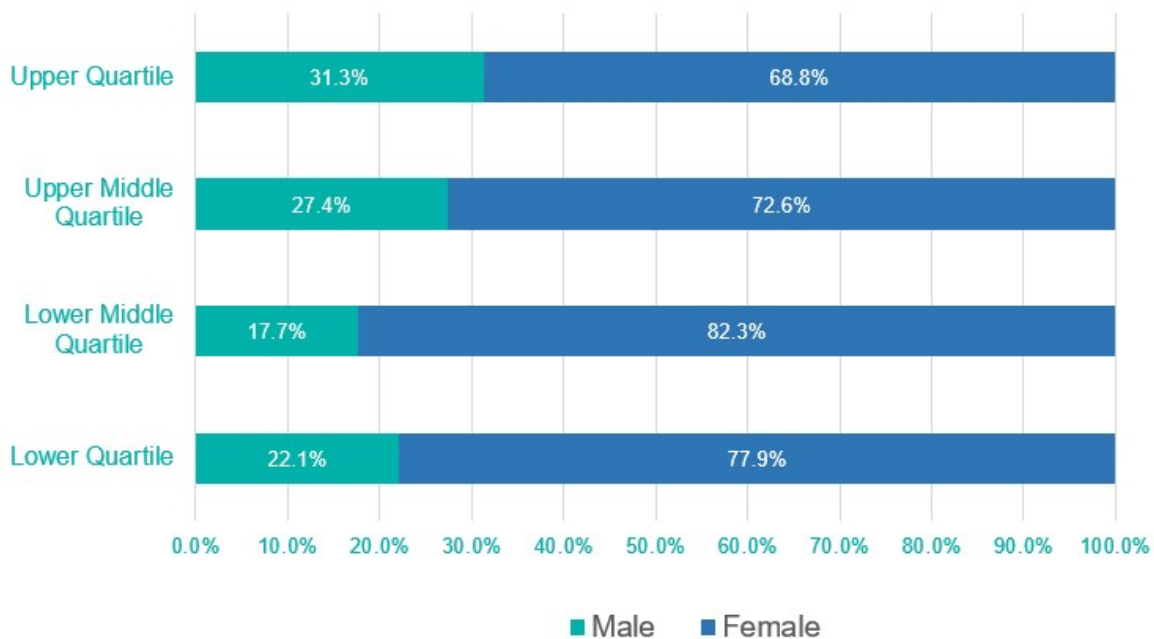
Fieldstead Crescent, Scarborough, North Yorkshire, YO12 6TH

Chief Executive Officer: Paul Tarn

Coast and Vale Learning Trust, Scarborough, North Yorkshire, YO12 6TH

Registered in England No. 10265276

4. The percentage of men and women in each hourly pay quarter:



Supporting Statement

Coast and Vale Learning Trust had 451 relevant full pay employees on 31st March 2024 which is an increase of 9 employees compared to the previous reporting period. 25% (2023 - 23%) of employees were male and 75% (2023 - 77%) were female. As per the above, females are the dominant workforce across the four pay quartiles.

We are in no doubt that the gap in mean and median pay between male and female staff members is not a result of paying men and women differently for work of equal value, but rather reflects the composition of the workforce.

The Trust is committed to ensuring fair pay for all staff members regardless of their gender. All pay award decisions are made by designated committees. The Trust uses nationally recognised pay structures for both teachers (STPCD) and support staff (NJC) and has adopted the recommended pay increases for both.

Paul Tarn

Chief Executive Officer

Coast and Vale Learning Trust
