

**Clarion Corvus Trust**  
**Gender Pay Gap: Snapshot date 31<sup>st</sup> March 2024**

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**Executive Summary**

This report outlines the gender pay gap data for Clarion Corvus Trust as of the snapshot date 31st March 2024, in line with statutory requirements under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. The Trust employs 442 staff, of whom 81% are female and 19% are male.

Key findings include:

- A **mean gender pay gap** of **30.51%** in favour of male employees.
- A **median gender pay gap** of **46.57%**, in favour of male employees.
- **No bonus payments** were made during the reporting period.
- A gender imbalance across all pay quartiles, with the **largest gaps** observed in the **upper-middle and upper quartiles**.

The report attributes the gender pay gap to the high proportion of women in lower-paid, part-time support roles, and a residual disparity in leadership roles.

Clarion Corvus Trust remains committed to promoting equality in pay and opportunity, and will continue to review policies and practices to support pay equity and inclusive career progression.

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**1. Mean gender pay gap in hourly rate from 31st March 2024**

<b>Male mean hourly rate</b>	£26.78
<b>Female mean hourly rate</b>	£18.61
<b>Difference in the mean hourly rate</b>	30.51%

Mean hourly rates are calculated by adding up the hourly rates of all employees and dividing by the number of employees. This is completed for male and female employees and the difference equates to the gender pay gap.

**2. Median gender pay gap in hourly rate**

<b>Male median hourly rate</b>	£24.37
<b>Female median hourly rate</b>	£13.02
<b>Difference in the median hourly rate</b>	46.57%

Median hourly rates are calculated by arranging the hourly rates of all employees from highest to lowest and identifying the middle point hourly rate. This is completed for male and female employees and the difference equates to the gender pay gap.

### 3. Bonus payments

No bonus payments were paid so no data is provided in relation to this.

### 4. Proportion of males and females in each pay quartile

	Male %	Female %
Lower quartile	6.24	93.58
Lower middle quartile	13.76	86.24
Upper middle quartile	25.69	74.31
Upper quartile	31.19	68.81

Quartiles are calculated by arranging the hourly rates of all employees from highest to lowest and dividing the number of employees into four equal groups.

Each quartile is then split into male and female employees to identify the proportion in each group.

### 5. Supporting narrative

Clarion Corvus Trust workforce demographic is overwhelmingly female. At the snapshot date of 31st March 2024, the Trust employed 442 staff. Of these employees, 84 (19.00%) are male and 358 (81.00%) are female.

There is a higher proportion of female employees in every quartile of the workforce. However, there is less difference between the number of males and females within the upper quartile. This is shown in the table in section 4.

This is largely because there are fewer males employed in a large number of support staff roles in our schools, for example teaching assistants, cleaning staff, Catering and administration. These roles almost all fall within the lower two quartiles of the salary data. The majority of these roles are part-time, often giving flexibility to work within school hours and term-times.

Nationally the majority of part-time workers are female, and it is suggested that the Trust mirrors this trend (House of Commons Library, 2023). The Trust also employs proportionally more females than males in teaching roles which almost all fall within the upper two quartiles of the salary data. However, when looking at Leadership posts, which all fall within the upper quartile, there is a more even ratio between male and female employees, although the difference is still significant.

To break this down further, the mean pay gap for each quartile is shown below:

	Mean male hourly rate	Mean female hourly rate	% pay gap
Lower quartile	£11.73	£11.72	0.12%
Lower middle quartile	£13.12	£12.58	4.14%
Upper middle quartile	£18.95	£22.90	-20.89%
Upper quartile	£42.36	£36.87	12.97%

This data indicates that the most significant gender pay gaps are found within the upper-middle quartile and upper quartile of the workforce. The upper-middle quartile includes teachers on the upper pay scale, with a higher proportion of females than males. The upper quartile consists of senior management roles. While we have more women in higher-paid senior roles than ever before, a pay gap remains between female and male leadership roles within the Trust.

As a Trust, we firmly uphold the principle that opportunities and career progression should be equally accessible to all employees, regardless of gender. The median pay gap continues to increase due to the growth in the number of employees in the lower quartile, primarily in catering and cleaning roles, which are predominantly held by women.

We are committed to reducing the gender pay gap and will continue to monitor pay progression closely. Additionally, we will explore other measures to support this goal, such as flexible working benefits.