



Gender Pay Gap Report 2023

The Cornovii Trust formed in September 2022 we currently have five high performing schools comprising of two secondary schools and three primary schools. Our schools are located within Cheshire East LA and a high-quality education is key to the future of the pupils we serve.

As a Trust we are focusing on development, and we are currently in talks with other schools who are showing an interest in joining our Trust. We value collaboration and celebrate effective teaching and learning for all our pupils. With a focus on pupils, staff, volunteers, and our local community to be part of an organisation that believes everyone is of equal value and that achieves standards of excellence and fulfils high expectations.

We recognise, and are addressing, our staff gender pay gap to bring about a fairer more equitable workplace for all colleagues.

The Cornovii Trust as an employer is required by law to conduct Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation. We are required to publish the results on our own website and a government website. We will do this within one calendar year of 31 March 2023.

This report contains the information that The Cornovii Trust is legally required to provide at the snapshot date of 31 March 2023. This report demonstrates a reduction in the Gender Pay Gap from the previous year, 2022.

A gender pay gap refers to the differences in the average pay between men and women across all roles and job types. This is different from equal pay which is the requirement that people are paid equally for work of equal value. We are confident that men and women all receive equal pay for equal work. The gender pay gap requires us to report on male and female employees only.

We can use these results to assess:

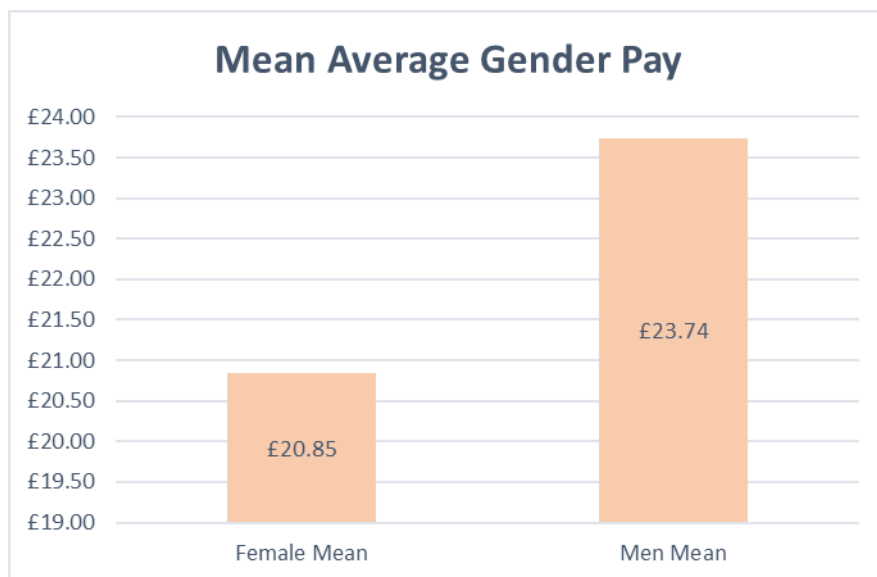
- The levels of gender equality in our workplace
- The balance of male and female employees at different levels
- How effectively talent is being maximised and rewarded.

The results for the statutory calculations are:

The Mean Gender Pay Gap

The difference between the mean hourly rate of pay that male and female full-pay relevant employees receive: 12.18%, this is a reduction on the previous year of 1.15%.

This shows that, overall, female employees receive lower pay than male employees.

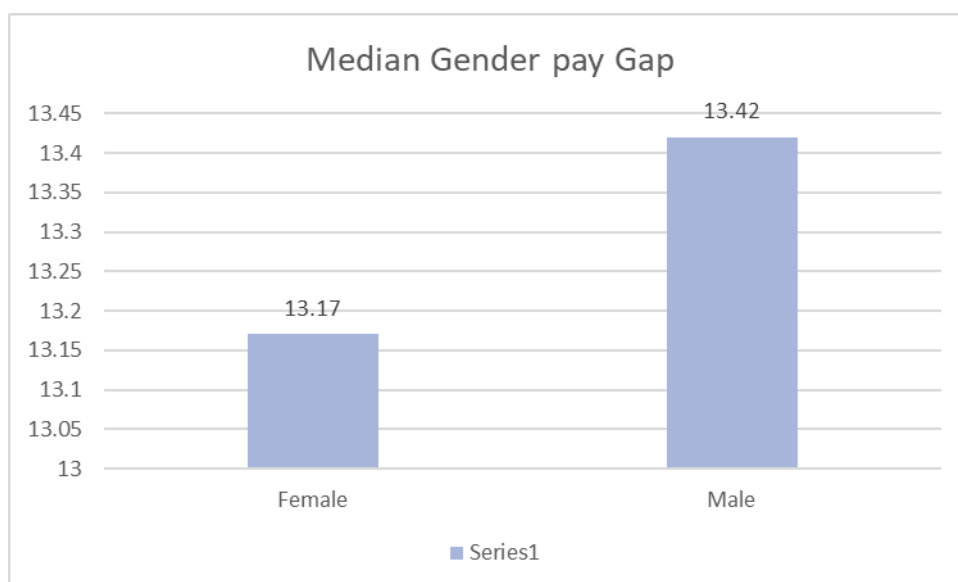


The Median Gender Pay Gap

The median difference between men and women is 25p; this equates to a 1.86% difference in the median hourly rate of pay that male and female full-pay relevant employees receive i.e. women earn 98.14p for every £1 a male employee receives.

Previously, in 2022 the median outcome was that women earned 68p for every £1 a male employee received. The gender pay gap reporting was based on just 3 schools in 2022 (1 High School and 2 Primary Schools); the 2023 reporting is based on 5 schools which also includes an additional High School and significantly more employees.

Therefore the 2023 data identifies a positive gender pay report with an increase in the median hourly rate of pay for women. However, this report continues to show that, typically, female employees receive lower pay than male employees.



The Mean Bonus Gender Pay Gap

The difference between the mean bonus pay that male and female relevant employees receive: 0%.

No members of staff have received a bonus in the period under review.

The Median Bonus Gender Pay Gap

The difference between the median bonus pay that male and female relevant employees receive: 0%.

The proportion of males and females receiving a bonus payment:

Proportion of male staff receiving a bonus: 0%

Proportion of female staff receiving a bonus: 0%

The proportion of males and females in each quartile pay band:

	<i>Female</i>	<i>male</i>
Upper Pay Band Quartile	73.77%	26.23%
Upper Middle Pay Band Quartile	83.61%	16.39%
Lower Middle Pay Band Quartile	83.61%	16.39%
Lower Pay Band Quartile	76.23%	23.77%

Supporting Statement and Narrative

The Cornovii Trust operates as an equal opportunity employer and does not discriminate in any way (as defined by the Equalities Act 2010 and other relevant legislation), regarding recruitment, performance management and employee career development opportunities. We are confident that there are no discrepancies in pay between men and women undertaking the same role and conducting the same work. The Cornovii Trust uses the NJC Job evaluation scheme to evaluate the support staff job roles.

We have a Trust Pay Policy, and the scale is reviewed in line with the national pay recommendations set out in the School Teachers Pay & Conditions Document and for our support staff we follow the NJC scale to ensure that our staff pay awards are competitive. The pay in these structures is exactly the same for a man or woman applying for a role.

By looking at the distribution of men and women across the pay quartiles, it can be seen that there is a greater proportion of women occupying roles in the lowest paid quartile which tend to be support roles such as cleaning operatives/midday staff/play workers. Many of these roles are part time and one of the primary reasons for our gender pay gap is that there are proportionately more women than men in these roles throughout the Trust compared with teaching and leadership roles.

These part time roles are often held by primary carers seeking to balance employment opportunities and caring responsibilities and it is still the case, primary carers are more likely to be women.

No bonuses are paid to any Trust staff.

The Cornovii Trust has a large number of women in senior positions across all schools including Deputy Headteachers, Assistant Headteachers and Curriculum Leaders. We currently have 16 substantive female colleagues who are members of senior leadership teams across the trust, as opposed to 8 male senior leaders. So double the amount of women in senior positions.

The Cornovii Trust is committed to developing talent within the trust which is evidenced by the number of female staff who join our organisation in an entry level role and go on to be promoted to more senior higher earning roles.

The board of trustees reviewed this data and will consider the progress made on reducing the gender pay gap regularly.

Richard Middlebrook
Chief Executive Officer