

## Gender Pay Gap Report March 2021 (March 2020 data)

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, requires us to publish details of our gender pay gap based on pay at 31<sup>st</sup> March 2020.

### What is a 'gender pay gap'?

A gender pay gap is a measure of the difference in the average pay of all men and women (regardless of their role) in an organisation.

This is different to equal pay – which means paying men and women the same salary for the same or equivalent work.

Whilst an organisation may have equal pay between men and women in the same or equivalent roles, it may have a gender pay gap if it has a higher number of men in more highly paid positions, and/or a higher number of women in lower paid jobs. This will mean a higher average pay for men compared to women.

### Our mean and median gender pay gap data

Bright Futures Educational Trust (The Trust) had 755 eligible employees at the time of the calculation using March 2020 payroll data.

### Pay – hourly rate

The gender pay gap between men and women at The Trust, based on the hourly rate of pay is set out below:

Payroll month	<b>Mean</b> (percentage difference in average hourly rate of pay between men and women)	<b>Median</b> (percentage difference in average hourly rate of pay between the male and female at the mid-point of their respective pay group based on gender)
<b>March 2020</b>	<b>19.2% (in favour of men)</b>	<b>25.6% (in favour of men)</b>
March 2019	16.7% (in favour of men)	17.0% (in favour of men)
March 2018	17.13 % (in favour of men)	19.72% (in favour of men)
March 2017	18.79% (in favour of men)	27.37% (in favour of men)

The median gender pay gap is the figure used by the government for reporting purposes. As explained above it shows the percentage difference in average hourly rate of pay between the male and female at the mid-point of their respective pay group based on gender.

To illustrate how this works, imagine that all female employees are lined up with the lowest hourly paid employee at the front and the highest hourly paid employee at the back. The male employees do the same. The median gender pay gap is the difference between the hourly pay of the female employee in the middle of their line and the male employee in the middle of their line. In March 2020, 80% of our workforce were female so the line of women was much longer than that of men.

## Pay quartiles split by gender

Quartile	Male					Female					Mean Average (hourly rate of pay)				Median average (hourly rate of pay)			
	No	%	No	%	2019 comparator	No	%	No	%	2019 comparator	Male	Female	2019 comparator	Male	Female	2019 comparator		
High Pay	156	20.66%	49	31%	26%	107	69%	74%	31.79	30.42	Males 4.5% higher	Males 7.4% higher	28.32	27.77	Males 2.0% higher	Males 2.5% higher		
Mid – High Pay	215	28.48%	46	21%	24%	169	79%	76%	19.45	20.57	Females 5.7% higher	Females 4.2% higher	19.39	21.25	Females 9.6% higher	Females 6.7% higher		
Mid – Low Pay	190	25.17%	32	17%	17%	158	83%	83%	13.38	12.82	Males 4.4% higher	Males 3.1% higher	13.59	12.61	Males 7.8% higher	Males 7% higher		
Low Pay	194	25.70%	24	12%	12%	170	88%	88%	9.79	9.96	Females 1.7% higher	Females 0.5% higher	9.94	9.90	Males 0.4% higher	Males 0.4% higher		
	755	100%	151	20%	20%	604	80%	80%										

By way of an example: the high pay range includes all leaders and teacher posts on upper pay range 3, which is the top of the teachers' pay scale (£40,490 pa); the mid-high quartile includes main scale teachers, pastoral/safeguarding roles and senior administration posts; the mid-low includes teaching assistant/learning support and key worker posts and the low pay range includes a range of roles such as apprentices, administrators, lunchtime organisers and some lower level TA/support worker posts.

## Gender Pay Gap by role type

	Male					Female					Mean Average (hourly rate)				Median Average (hourly rate)			
	No	%	No	%	2019 comparator	No	%	No	%	2019 comparator	Male	Female	2019 comparator	Male	Female	2019 comparator		
Leadership	56	7.42%	17	30%	23%	39	70%	77%	£40.65	£36.38	Males 11.7% higher	Males 11.4% higher	£37.06	£34.43	Males 7.6% higher	Males 6.3% higher		
Teaching	289	38.28%	67	23%	23%	222	77%	77%	£22.36	£22.31	Males 0.3% higher	Females 3.6% higher	£23.44	£23.07	Males 1.6% higher	Females 3% higher		
Non-Teaching	410	54.30%	67	16%	17%	343	84%	84%	£13.82	£11.89	Males 16.2% higher	Males 29.4% higher	£11.60	£11.00	Males 5.5% higher	Males 13.5% higher		
	755	100%	151	20%	20%	604	80%	80%										

## What does this data tell us?

- Our median gender pay gap in March 2020 was 25.6% (in favour of men) which has increased from 17% in the March 2019 data. This is the figure that is published as our official gender pay gap figure.

### Why do we think this is?

- The % of males in the higher pay quartile has increased from 26% to 31%, and therefore the number of females in the higher pay quartile has dropped from 74% to 69%. With only 151 males compared to 604 females, the above increase, although it is small, has had a significant impact on the median score.
- A number of the areas of analysis above are disproportionate to our gender breakdown of 80% female, 20% male. For example: 88% of the lowest pay quartile were female; 83% of the mid-

low quartile were female; 30% of those in leadership roles (paid on the leadership pay-scales) were male, an increase from 23% in 2019; women represented 69% of the high pay quartile, compared to 74% in 2019.

2. Our mean (average) gender pay gap is 19.2%, (16.7% in 2019) which is above the UK 2020 average of 15.5% (based on Nov 2020 Office of National Statistics publication) i.e. women in our employment earned, on average, 19.2% less than men in March 2020.

One of the continuing reasons for the disproportionate number of women in the lowest pay quartile is that a significantly higher proportion of these roles offer term time working, which tends to attract more female than male applicants.

**By way of comparison, the Local Government Association compiled a report in 2019 based on 753 gender pay gap reports to the government by schools. This report shows that the median average in the school sector at that time was 27.2% in favour of men and the mean was 18.4% in favour of men. Bright Futures' results therefore do seem to be on a par with the sector. In its report, the LGA refers to the disproportionate number of women in the lower pay quartiles.**

#### Conclusion and actions

With the breakdown of our workforce, it will be difficult to make a significant shift in the statistical calculation of the gender pay gap however we have and continue to make a number of changes to facilitate gender equality. Examples are:

1. Establishing a Board committee with a focus on equality, diversity and inclusion
2. Removal of application process for teachers to move from the main pay-scale to the upper pay-scale. The application process could have been a barrier for women, especially those on maternity leave. From September 2020 this became automatic progression, with some caveats around performance.
3. Introduction of a checklist for recruitment selection panels to help avoid any bias.
4. Our recruitment policy requires that practical selection activities that test skills, are part of the selection process. This should reduce the potential for bias, which can be more prevalent in an interview
5. Publishing of an equality, diversity and inclusion (EDI) commitment statement as part of our recruitment processes.
6. We are at the final stages of introducing an on-line job application system, which withholds any protected characteristics from those shortlisting.
7. We are reviewing our approach to flexible working.
8. A range of EDI training and development has been implemented.
9. The terms and conditions work we are in the process of implementing, will increase the hourly rate of all of our associate staff in South Shore and Blackpool, when they move from a 37-hour full time week to a 36.25 full time week.
10. Women into Leadership Coaching offered for free via Alliance for Learning.

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