

## Gender Pay Gap Report March 2020 (March 2019 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 2019.

### 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 senior 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 (BFET) had 726 eligible employees at the time of the calculation in March 2019.

#### Pay – hourly rate

The gender pay gap between men and women at BFET based on hourly pay is set out below:

	<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 2019</b>	<b>16.7% (in favour of men)</b>	<b>17.0% (in favour of men)</b>
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 2019, 80.4% (compared to 77.65% in March 2018), of our workforce were female so the line of women was much longer than that of men.

#### Bonus pay

No employees at BFET received bonus pay. As such, there is no gender pay gap in relation to bonus pay.

### Pay quartiles split by gender

Quartile			Male		Female		Mean Average			Median		
			#	%	#	%	Hourly Pay Rate			Hourly Pay Rate		
	#	%	#	%	#	%	Male	Female		Male	Female	
High Pay	176	24.24%	45	26%	131	74%	30.36	28.28	Males 7.4% higher	26.61	25.96	Males 2.5% higher
Mid – High Pay	187	25.76%	45	24%	142	76%	18.16	18.92	Females 4.2% higher	17.80	19.00	Females 6.7% higher
Mid – Low Pay	180	24.79%	30	17%	150	83%	12.77	12.38	Males 3.1% higher	13.08	12.23	Males 7.0% higher
Low Pay	183	25.21%	22	12%	161	88%	9.47	9.52	Females 0.5% higher	9.36	9.32	Males 0.4% higher
	726	100%	142	20%	584	80%						

### Gender Pay Gap by role type

Quartile			Male		Female		Mean Average			Median		
			#	%	#	%	Hourly Pay Rate			Hourly Pay Rate		
	#	%	#	%	#	%	Male	Female		Male	Female	
Leadership	43	5.92%	10	23%	33	77%	39.43	35.40	Males 11.4% higher	35.63	33.51	Males 6.3% higher
Teaching	283	38.98%	66	23%	217	77%	20.95	21.71	Females 3.6% higher	21.65	22.29	Females 3.0% higher
Non-Teaching	400	55.10%	66	17%	334	84%	15.12	11.68	Males 29.4% higher	12.12	10.68	Males 13.5% higher
	726	100%	142	20%	584	80%						

### What does this data tell us?

- Our median gender pay gap is 17%, reduced from 19.72% last year. This is the figure that is published as our official gender pay gap figure.
- Our mean (average) gender pay gap is 16.7%, which is below the UK 2019 average of 17.3% (based on Oct 2019 Office of National Statistics publication) i.e. women in our employment earned, on average, 16.7% less than men in March 2019.
- In March 2019, 80.4% of our workforce were female and 19.6% were male.
  - In relation to the pay quartiles, women represented 74% of the high pay quartile, and 76% of the mid-high pay quartile, both of these increasing by around 3% from 2018. Men were disproportionately represented in the high pay quartile, when considering the overall population. The average (mean) gender pay gap was in favour of women who were paid 8.24% higher than men in that quartile.
  - In the lowest pay quartile, women accounted for 88% of the employees and men represented 12%. Women were disproportionately represented in the lowest pay quartile, when considering the overall population. In this quartile, the average (mean) gender pay gap was in favour of women who were paid 0.5% higher than men in that quartile.

One of the 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.

4. In relation to teachers on all of the pay scales, the average (mean) and the median gender pay gaps were both in favour of women, who earned around 3% more than men.

#### **Conclusion and actions**

Our mean and median pay gap between men and women has reduced again. In this twelve-month period, we have seen an increase in the number of females in the high pay quartile and the mid-high pay quartile. In addition, we had a gender pay gap in favour of women in our 'teacher' population.

BFET operates fair and equitable systems for determining the pay of its employees. We intend to continue to encourage and support female employees to progress to senior roles and believe this will further reduce the current gender pay gap. In addition, we will continue to monitor the implementation of our recruitment, appraisal and pay policies to monitor equal opportunities apply to all.



**Dr John Wm Stephens**  
**Chief Executive Officer and Trustee**  
**On behalf of the Board of Trustees**  
**March 2020**