

Gender Pay Gap Report March 2022 (March 2021 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 31st March 2021.

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 990 (755 last year) eligible employees at the time of the calculation using March 2021 payroll data. **The data this year includes the five new schools that joined the Trust on 1 March 2021.**

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	Mean (percentage difference in average hourly rate of pay between men and women)	Median (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)
March 2021	19.5% (in favour of men)	30.7% (in favour of men)
March 2020	19.2% (in favour of men)	25.6% (in favour of men)
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 2021, 81.5% (compared to 80% last year), of our workforce were female so the line of women was much longer than that of men.

Our median pay gap has increased to 30.7% in favour of men in March 2021. This is the figure that is published and provided to government.

Pay quartiles split by gender

Quartile	Male			Female			Mean average hourly rate of pay				Median average hourly rate of pay						
	Number	% (to nearest 25%)	2020 comparator	Number	%	2020 comparator	Number	%	2020 comparator	Male	Female	2020 comparator	Male	Female	2020 comparator		
High Pay	247	24.95%	156	63	26%	31%	184	74%	69%	31.80	29.26	Males 8.7% higher	Males 4.5% higher	27.87	26.53	Males 5.1% higher	Males 2% higher
Mid – High Pay	237	23.94%	215	54	23%	21%	183	77%	79%	18.96	19.39	Females 2.3% higher	Females 5.7% higher	18.43	18.77	Females 1.8% higher	Females 9.6% higher
Mid – Low Pay	258	26.06%	190	36	14%	17%	222	86%	83%	12.92	12.86	Males 0.4% higher	Males 4.4% higher	12.69	12.90	Females 1.7% higher	Males 7.8% higher
Low Pay	248	25.05%	194	30	12%	12%	218	88%	88%	9.85	10.03	Females 1.9% higher	Females 1.7% higher	10.17	10.17	Match	Males 0.4% higher
	990	100%		183	18%	20%	807	82%	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.

In the highest pay quartile the males in roles has reduced by 5% this year and in the lowest pay quartile the females has increased by 2%.

Gender Pay Gap by role type

Quartile	Male			Female			Mean average hourly rate				Median average hourly rate						
	Number	%	2020 comparator	Number	%	2020 comparator	Number	%	2020 comparator	Male	Female	2020 comparator	Male	Female	2020 comparator		
Leadership	74	7.47%	56	18	24%	30.00%	56	76%	70.00%	43.40	36.03	Males 20.4% higher	Males 11.7% higher	38.94	33.27	Males 17.0% higher	Males 7.6% higher
Teaching	346	34.95%	289	76	22%	23.00%	270	78%	77.00%	23.45	22.67	Males 3.4% higher	Males 0.3% higher	24.57	23.71	Males 3.6% higher	Males 1.6% higher
Non-Teaching	570	57.58%	410	89	16%	16.00%	481	84%	84.00%	13.75	12.13	Males 13.4% higher	Males 16.2% higher	12.00	11.45	Males 4.8% higher	Males 13.5% higher
	990	100%	755	183	18%	20.00%	807	82%	80.00%								

In March 21 the leadership posts were occupied by 76% females compared to 70% the previous year. However the non-teaching posts, which are the lower paid roles females occupied 84% of these posts, which was the same as last year. **It is the large number of females in the lower paid roles, which adversely affects the median average hourly rate comparison. These roles in the main offer term time working and therefore are far more popular for females than males.**

Benchmarking against other MATS and academies

By way of comparison, the Local Government Association compiled a report in 2020 based on 762 gender pay gap reports to the government by schools and MATs. This report is therefore comparing the data from 12 months earlier than our report. This report shows that the median average in the school sector at that time was 28.7% in favour of men and the mean was 18.4% in favour of men. In MATs with mixed schools (primary and secondary) the average median pay gap was 31.4% in favour of men. The primary sector tends to have higher gaps in favour of men). The 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

We have continued 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 potential perceived barriers for pay progression by making it automatic
3. Improvements to our recruitment practices
4. Using an online job application system, which withholds protected characteristics data from recruiting managers
5. We have launched a number of new staff policies such as a new Flexible Working policy and a Staff Health and Wellbeing policy
6. A range of EDI training and development has been implemented.
7. Supporting women through coaching provision
8. The uptake on our offer to teachers for the National Professional Qualifications, offered through our Development Network, has been 29 females and 6 males as at December 2021.

Having reviewed the government' Equalities Office published guidance on 'Action to close the gap', we are doing a lot of things recommended in this publication such as flexible working, gender neutral job adverts, skills based assessment tasks for recruitment, mentoring, transparent and fair pay and performance systems, diverse recruitment panels.

Some of the changes we have made have been during the 2020-21 academic year, so will not be reflected in the March 21 pay gap data. Given the breakdown of our workforce, it will be very difficult to make a significant shift in the statistical calculation of the gender pay gap however we will continue to continuously improve our practices.

Lynette Beckett
Director of HR and Strategy
December 2021