

Gender Pay Gap Report March 2023 (March 2022 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 2022.

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 1032 (990 last year) eligible employees at the time of the calculation using March 2022 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	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 2022	22.1% (in favour of men)	30.5% (in favour of men)
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 the 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 2022, 83.1% (compared to 81.5% in 2021), of our workforce were female so the line of women was much longer than that of men. This percentage has increased gradually over the last few years, increasing our female workforce.

Our median pay gap has decreased slightly to 30.5% in favour of men in March 2022. 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			
	No	% (to nearest 25%)	No	%	2021 comparator	No	%	2021 comparator	Male	Female	2022%	2021 comparator	Male	Female	2022%	2021 comparator
High Pay	226	21.90%	61	27%	26%	165	73%	74%	32.29	30.31	Males 6.5% higher	males 8.7% higher	28.75	27.45	Males 4.7% higher	males 5.1% higher
Mid – High Pay	279	27.03%	55	20%	23%	224	80%	77%	19.55	20.44	Females 4.5% higher	females 2.3% higher	18.83	20.15	Females 7.0% higher	females 1.8% higher
Mid – Low Pay	265	25.68%	32	12%	14%	233	88%	86%	12.97	13.17	Females 1.5% higher	males 4.4% higher	12.13	13.18	Females 8.7% higher	females 1.7% higher
Low Pay	262	25.39%	26	10%	12%	236	90%	88%	10.67	10.38	Males 2.8% higher	females 1.9% higher	10.60	10.23	Males 3.7% higher	match
	1032	100%	174	17%	18%	858	83%	82%								

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 (£41,604 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.

The percentage of our female workforce has increased this year and the split in the pay quartiles has shifted very slightly in favour of men e.g. in the top pay quartile there is a 1% shift in favour of men compared to 2021 and in the lowest pay quartile there is a 2% increase in females compared to 2021.

However, looking at the median hourly rates of pay, whilst males are still higher than females in the high pay quartile there is a 0.4% reduction from 2021. Females are paid more in the mid-high pay and the mid-low pay quartiles, whilst males are paid 3.7% higher in the lower pay quartile.

Gender Pay Gap by role type

Quartile	Male			Female			Mean average hourly rate				Median average hourly rate						
	No	%	2021 comparator	No	%	2021 comparator	No	%	2021 comparator	Male	Female		2021 comparator	Male	Female		2021 comparator
Leadership	79	7.66%	7.47	15	19%	24%	64	81%	76%	£38.84	£31.79	Males 22.2% higher	males 20.4% higher	£39.03	£30.15	Males 29.5% higher	males 17% higher
Teaching	363	35.17%	34.95	77	21%	22%	286	79%	78%	£24.16	£23.40	Males 3.2% higher	males 3.4% higher	£24.80	£24.58	Males 0.9% higher	males 3.6% higher
Non-Teaching	590	57.17%	57.58	82	14%	16%	508	86%	84%	£15.79	£12.54	Males 25.9% higher	males 13.4% higher	£12.93	£11.71	Males 10.4% higher	males 4.8% higher
	1032	100%	100	174	17%	18%	858	83%	82%								

In March 2022 the leadership posts were occupied by 81% females compared to 76% the previous year, this increased from 70% in 2020. This is now a much more proportionate representation of our workforce. However, the median hourly rate in this leadership category has increased significantly in favour of men in this leadership group. In non-teaching posts, which are the lower paid roles, females occupied 86% of these posts, (a 2% increase from 2021).



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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

A report in Schools Week in April 2022, analyses the published data for MATs (with over 250 staff) reporting on their March 2021 pay. This shows a 26% gender pay gap (in favour of men). The commentary refers to the large proportion of females occupying lower paid jobs in schools, which offer term time working. It also says that there is limited difference if similar roles are compared - the equal pay test.

Our headline figure of 30.5% is higher than the sector average.

Conclusion and actions

We are continuing with our approaches to facilitate gender equality. Examples are:

1. We have a Board committee with a focus on equality
2. Removal of 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 actively promote a number of staff policies such as Flexible Working and Staff Health and Wellbeing policy
6. A range of EDI training and development continues to be offered, including coaching

Having reviewed the government's 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, and diverse recruitment panels.

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 People and Strategy
February 2023