



The best *for* everyone, the best *from* everyone

Gender Pay Gap Report January 2024 (March 2023 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 2023.

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. This report therefore does not seek to present an analysis or commentary on equal pay.

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 1171 (1032 last year) eligible employees at the time of the calculation using March 2023 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 2023	18.7% (in favour of men)	31.1% (in favour of men)
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 the female line and the male employee in the middle of the male line. In March 2023, 82.5% (compared to 83.1% in 2022), of our workforce were female so the line of women was much longer than that of men.

Our median pay gap has increased slightly to 31.1% in favour of men in March 2023. This is the figure that is published and provided to government. However our mean average has reduced from 22.1% to 18.7%.

Pay quartiles split by gender

Quartile	Male		2022 comparator	Female		2022 comparator	Mean average Hourly Pay Rate				Median average Hourly Pay Rate					
	No	%		No	%		Male	Female		2022 comparator	Male	Female		2022 comparator		
High Pay	204	19.90%	56	27%	27%	148	73%	73%	33.73	32.54	Males 3.6% higher	males 6.5% higher	29.84	29.76	Males 0.3% higher	males 5.1% higher
Mid – High Pay	308	30.05%	62	20%	20%	246	80%	80%	21.13	21.52	Females 1.9% higher	females 4.5% higher	21.03	21.41	Females 1.8% higher	females 1.8% higher
Mid – Low Pay	252	24.59%	35	14%	12%	217	86%	88%	13.47	13.88	Females 3.1% higher	females 1.5% higher	13.18	13.42	Females 1.8% higher	females 1.7% higher
Low Pay	261	25.46%	26	10%	10%	235	90%	90%	11.51	11.40	Males 1.0% higher	females 2.8% higher	11.41	11.40	match	match
	1025	100%	179	17%	17%	846	83%	83%								

What does the above data tell us?

By way of an example: the high pay quartile includes all Trust and School leaders as well as teacher posts on upper pay range 3 with Teaching and Learning Responsibility payments (TLRs); the mid-high pay quartile includes teachers, pastoral/safeguarding roles and senior administration/managerial posts; the mid-low includes teaching assistant/learning support and key worker posts and the low pay quartile includes a range of roles such as administrators, lunchtime organisers and some facilities' posts.

The percentage of our female/male staff has remained broadly the same as last year 83% female and 17% male. In addition we have retained the same percentage split of staffing numbers in the higher pay (73% female) and mid-high pay quartiles (80%). However this is in favour of men, as it does not reflect our proportionate male/female split. In addition, the mid-low pay quartile has shifted in favour of females in that 2% more staff are males in this quartile than in the previous year (86% female in 2023 compared to 88% in 2022) and the lowest pay quartile has remained the same as the previous year, with 90% female but the median average hourly pay, is the same.

Whilst males are still higher than females in the high pay quartile there is a significant closing of this gap in the mean and median hourly pay figures, compared to 2022. In addition females remain on higher average pay than males in the mid-high pay and the mid-low pay quartiles.

Gender Pay Gap by role type

Quartile	Male			Female			Mean average hourly pay				Median average hourly pay						
	No	%	2022 comparator	No	%	2022 comparator	Male	Female		2022 comparator	Male	Female		2022 comparator			
Leadership	81	7.90%	7.66%	18	22%	19%	63	78%	81%	43.80	37.63	Males 16.4% higher	males 22.2% higher	40.99	34.50	Males 18.8% higher	Males 29.5% higher
Teaching	343	33.46%	35.10%	74	22%	21%	269	78%	79%	25.28	24.33	Males 3.9% higher	males 3.2% higher	25.81	25.81	Match	males 0.9% higher
Non-Teaching	601	58.63%	57.17%	87	14%	14%	514	86%	86%	15.06	13.40	Males 12.4% higher	males 25.9% higher	13.18	12.73	Males 3.5% higher	males 10.4% higher
	1025	100%	100%	179	17%	17%	846	83%	83%								

What does the above data tell us?

In March 2023 the leadership posts were occupied by 3% less females than in 2022 (78% compared to 81%). This is disproportionate to our female/male workforce split. However, whilst the median hourly rate for leadership and non-teaching posts is still in favour of males, the percentage differential has reduced considerably. The Leadership median average pay was 29.5% in favour of males in 2022 and in 2023 it dropped to 18.8% and the non-teaching role type category was 10.4% in favour of men in 2022 and this has reduced to 3.5% in 2023. For teaching posts the median average pay was matched for females and males in 2023, which is again an improvement on 2022, which was 0.9% in favour of men.

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.



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Benchmarking against other MATs

The Local Government Association has recently published an analysis of the gender pay gap in the school sector. The data is predominantly from MATs due to single schools not meeting the criteria in the Regulations i.e. over 250 employees. The LGA report is based on the publication of the 2022 results. Their report shows that MATs with schools in the primary and secondary phases i.e. mixed, have seen an increase in their gender pay gap over the last few years. The mean average for these MATs was around 18.78% (ours this year is 18.7%) and the median average was 30.9% (ours this year is 31.1%). This does demonstrate that whilst we do have a significant gender pay gap in favour of men, our data is similar to other MATs operating across the phases we operate in.

This LGA report states that the overall median pay gap for the school sector, irrespective of phases, was 27.6% in favour of men and the overall mean pay gap was 17.9% in favour of men.

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. We have established an EDI staff focus group during 2023.
3. Removal of potential perceived barriers for pay progression by making it automatic
4. Improvements to our recruitment practices-this is an area we build upon each year
5. Participating in a national programme of external career support for parents returning from maternity/parental leave
6. Using an online job application system, which withholds protected characteristics data from shortlisting and recruiting managers
7. We actively promote a number of staff policies such as Flexible Working and Staff Health and Wellbeing policy
8. 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 January 2024