

Gender Pay Gap Report December 2024 (March 2024 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 2024.

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 1018 (1171 last year) eligible employees at the time of the calculation using March 2024 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 2024	14.1% (in favour of men) ↓	29.4% (in favour of men) ↓
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 2024, 82.5% (the same as in 2023), of our workforce were female, so the line of women was much longer than that of men.

Our median pay gap has reduced slightly to 29.4% (in favour of men) in March 2024. This is the figure that is published and provided to government. In addition our mean average has reduced from 18.7% to 14.1%.

Pay quartiles split by gender

Quartile	Male		Female		2023 comparator	2023 comparator		Mean average Hourly rate of Pay				Median average Hourly rate of pay				
	No.	%	No.	%		No.	%	Male	Female		2023 comparator	Male	Female		2023 comparator	
High Pay	207	20.33%	52	25%	27%	155	75%	73%	34.74	34.61	Males 0.4% higher	Males 3.6% higher	31.86	31.69	Males 0.5% higher	Males 0.3% higher
Mid – High Pay	297	29.17%	63	21%	20%	234	79%	80%	22.45	23.00	Females 2.4% higher	Females 1.9% higher	21.95	22.97	Females 4.6% higher	Females 1.8% higher
Mid – Low Pay	259	25.44%	34	13%	12%	225	87%	86%	14.64	14.84	Females 1.3% higher	Females 3.1% higher	14.24	14.46	Females 1.5% higher	Females 1.8% higher
Low Pay	255	25.05%	29	11%	10%	226	89%	90%	12.59	12.41	Males 1.5% higher	Males 1.0% higher	12.64	12.26	Males 3.1% higher	match
	1018	100%	178	17%	17%	840	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 ranges 2 and 3 and teachers with the larger Teaching and Learning Responsibility (TLR) payments; the mid-high pay quartile includes teachers (some with Teaching and Learning responsibilities), pastoral/safeguarding roles and senior administration and central/school managerial and professional posts; the mid-low includes the higher graded (Grade 5) teaching assistant/learning support and key worker posts and the low pay quartile includes a range of roles such as administrators, lower graded TA posts, lunchtime organisers and some facilities posts.

The percentage of our female/male staff has remained the same as last year, rounded to 83% female and 17% male. However we have increased the percentage split of staffing numbers in the higher pay quartile i.e. 75% female (73% in 2023) , so this is proportionately higher but males are paid slightly more than females in this high pay quartile. In addition, the mid-low pay quartile and low pay quartile has shifted in favour of females in that 1% more staff are males in both of these quartiles than in the previous year. There is a match of pay between males and females in the low pay quartile and a more favourable hourly rate for women in the mid-low quartile.

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.

Gender Pay Gap by role type

Quartile				Male			Female			Mean average hourly pay				Median average hourly pay			
	No	%	2023 comparator	No	%	2023 comparator	No	%	2023 comparator	Male	Female		2023 comparator	Male	Female		2023 comparator
Leadership	82	8.06%	7.90%	16	20%	22%	66	80%	78%	43.62	40.13	Males 8.7% higher	Males 16.4% higher	40.60	36.74	Males 10.5% higher	Males 18.8% higher
Teaching	333	32.71%	33.46%	69	21%	22%	264	79%	78%	27.11	26.16	Males 3.6% higher	Males 3.9% higher	27.49	27.49	Match	Match
Non-Teaching	603	59.23%	57.17%	93	15%	14%	510	85%	86%	16.30	14.38	Males 13.3% higher	Males 12.4% higher	14.24	13.74	Males 3.6% higher	Males 3.5% higher
	1018	100%	100%	178	17%	17%	840	83%	83%								

What does the above data tell us?

This is an improvement on 2023 data.

In March 2024, the % of leadership posts occupied by females increased from 78% to 80% (3 more posts). This is disproportionate to our female/male workforce split and is more favourable to females.

The median hourly rate for leadership is still in favour of males, the percentage differential has reduced considerably (18.8% to 10.5%). There is again a match with teaching posts i.e. no gender has more favourable pay and the differential in the non-teaching category is low at 3.6% in favour of men.

Benchmarking against other MATs

The Local Government Association has again published an annual 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 March 2023 data (so the previous year to this report).

This LGA report states that the overall median pay gap for the school sector, irrespective of phases, was 27.8% in favour of men and the overall mean pay gap was 17.1% in favour of men.

Their report shows that MATs with schools in the primary and secondary phases i.e. mixed, the median average was 28.7% (Bright Futures in 2023 was 31.1% and this reporting year (March 2024) is 29.4% in favour of men).



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.

Conclusion and actions

We are continuing with our approaches to facilitate gender equality and will be reassessing our approach again this coming year. Examples of actions we take 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

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 during 2023/24