

Gender Gap Pay Report

The Brooke Weston Trust strives to be an equal opportunities employer, operating a pay system that is transparent, based on objective criteria and free from bias. All employees are recruited, trained and developed based on their ability and the requirements of the role.

The Trust is committed to the principle of Equal Pay for all its employees in compliance with the Equality Act 2010. Section 149 of the 2010 Act places an obligation on all public sector employers to have due regard to the need to eliminate unlawful discrimination and promote equality of opportunity between men and women. We aim to have a fair, equitable and transparent pay structure and we are clear that avoiding discrimination is fundamentally important for all colleagues to feel valued and this contributes to ensuring that we are an employer of choice.

Proportion of male and female employees according to quartile pay bands

	Quartile 1. Lower		Quartile 2. Lower Middles		Quartile 3. Upper Middle		Quartile 4. Upper	
	No.	%	No.	%	No.	%	No.	%
Male (% males to all employees in each quartile)	32	12.55%	50	19.61%	74	29.02%	87	34.12%
	32-support		47-support 3-teachers		26-support 48-teachers		9-support 78-teachers	
Female (% females to all employees in each quartile)	223	87.45%	205	80.39%	181	70.98%	168	65.88%
	223-support		202-support 3-teachers		70-support 111-teachers		9-support 159-teachers	

Optional Supporting Narrative

The Trust has 1020 employees. 777 (76%) are female and 243 (24%) are male.

Number of Staff	Female	Male	Total
Support	504 (81%)	114 (19%)	618
Teaching	251 (68%)	116 (32%)	367
Leadership	22 (63%)	13 (37%)	35
Total	243	777	

The Trust uses pay scales for all teaching staff aligned to the School Teachers Pay and Conditions Documents (STPCD) which is reviewed on an annual basis. The Trust has recently introduced a new pay and grade arrangement (using the NJC Pay Evaluation Scheme) for support staff to ensure a fair and consistent approach across all roles, and to guarantee fairness and equality for all employees regardless of gender. If there was an equal distribution of gender across each quartile, the trust would have no pay gap at all.

Supporting narrative:

- The majority of employees in the Trust (76%) are female.
- Of the ten schools within the Trust, five are primary and five secondary. The former are predominantly staffed by females whilst there is more balance in the secondary schools. This reflects the national profile.
- There is a greater percentage of females working in support and especially part-time support staff roles across the Trust. Discussions with our staff confirm this is primarily because such roles tend to provide a greater level of personal flexibility and can accommodate a work-life balance more easily than managerial roles.
- It should however be noted that of our 10 schools, 7 have a female principal or executive principal

Difference in mean and median hourly rate of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference male to female	23.20%	31.50%

Difference in mean and median bonus pay

	Difference in the mean bonus pay	Difference in the median bonus pay
Pay gap. % difference male to female	28.71%	0%

Proportion of male and female employees who were paid bonus pay

	Proportion receiving a bonus
Male employees (% paid a bonus compared to all male employees)	6.18%
Female employees (% paid a bonus compared to all female employees)	3.90%

Supporting statement

I can confirm that the information published here is accurate.

Signature: *Dr Andrew Campbell*

Date: 13th March 2018

Status/position: Chief Executive Officer