



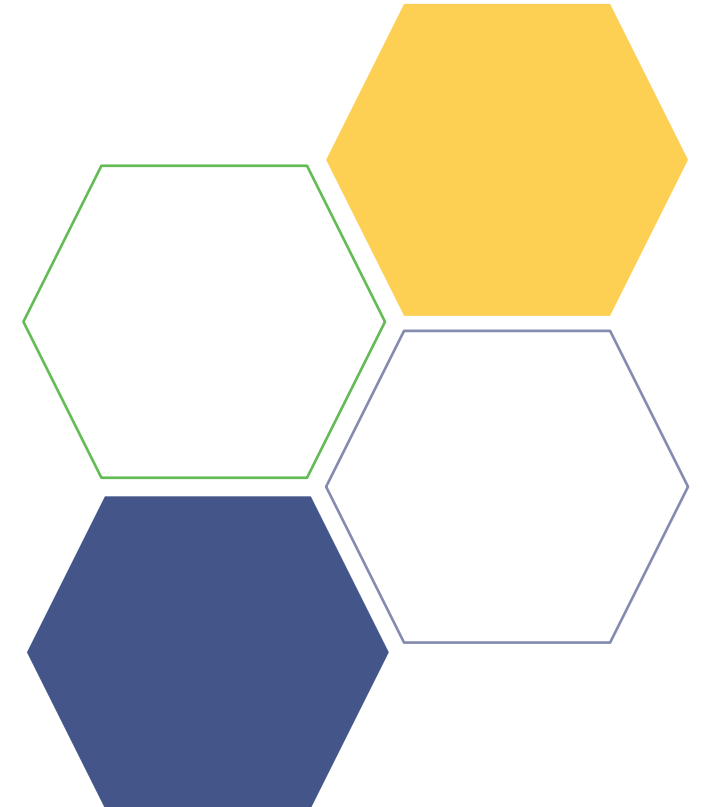
Gender Pay Gap Report

2024 Data



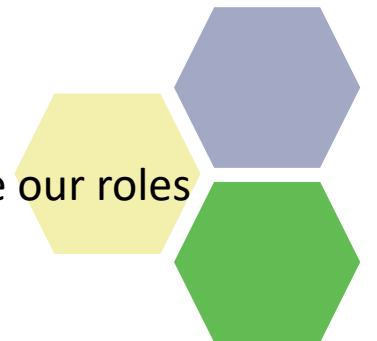
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Introduction

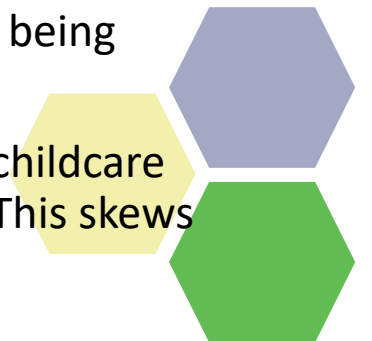
- The Brooke Weston Trust strives to be an equal opportunities employer, operating a pay system that is transparent, based on objective criteria and free from bias. All employees are recruited, trained and developed based on their ability and the requirements of the role.
- The Trust is committed to 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 and actively seeking to create an inclusive environment is fundamentally important for all colleagues to feel valued and this contributes to ensuring that we are an employer of choice.
- 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. For professional support staff we undertook a comprehensive job families exercise in 2018 in partnership with support staff, which we continue to maintain.
- New roles introduced into the structure have been evaluated against this scheme since then.
- For professional support staff leadership roles, we work with Croner to benchmark and evaluate our roles both within and outside of the sector, to ensure equitable pay analysis.



Percentage Workforce Representation by Quartile

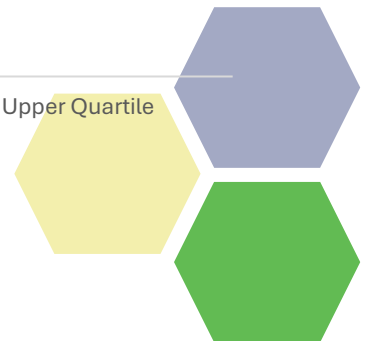
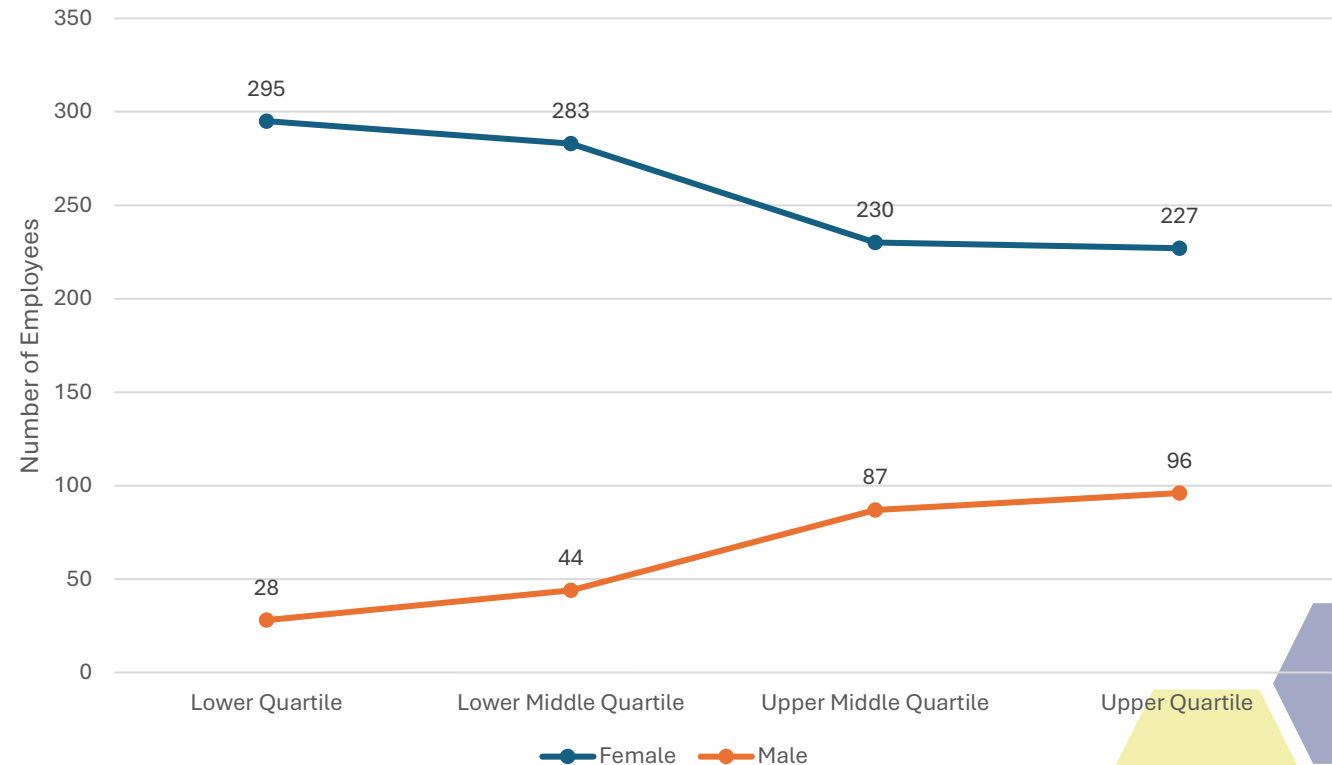
	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Female	91.33%	86.39%	73.12%	70.14%
Male	8.67%	13.71%	26.88%	29.86%

- There are 1290 relevant employees at the snapshot date of 31 March 2024
- Overall we have 80.22% female employees and 19.78% male employees
- In lower quartile roles, 91% of our workforce is female. These roles encompass Midday Assistant, Teaching Assistant, Catering Assistant, Cleaner and Administrator, amongst others. These types of roles are often perceived to offer more flexibility to balance caring responsibilities and work, due to these roles being predominantly term time only roles
- The Census information from 2021 shows that women are still more likely than men to assume childcare responsibility (ONS, 2021) and these roles are therefore more likely to be attractive to females. This skews the lower quartile numbers towards females.



Workforce Representation by Quartile

- The gender representation in each quartile is presented in this graph, based on head count.
- Although we have significantly fewer male employees; the higher the salary the more of an increase in male representation.
- Female employees are therefore underrepresented at the more senior level within Brooke Weston Trust.



Gender Pay Gap: Hourly Pay

	Median hourly pay	Mean hourly pay
Female rate of pay	£14.60	£19.15
Male rate of pay	£21.50	£24.24
Gender Pay Gap: % difference male to female	32.10%	21%

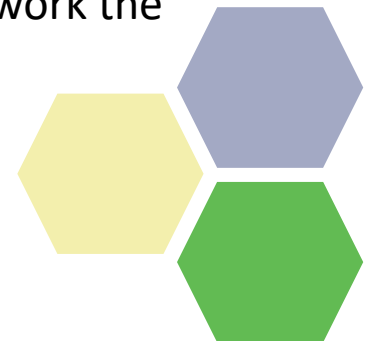
- The pay gap is driven by a high number of females in low paid roles, which are attractive due to their term-time nature, as well as the higher proportion of males in higher paid roles.



Gender Pay Gap: Bonus

	Number of employees who received a bonus	Bonus as a gender % of workforce	Median Gender Bonus Gap %	Mean Gender Bonus Gap %
Female	1	0.09%	88.33%	88.33%
Male	1	0.37%		

- The male employee received a higher bonus than the female employee, however only 2 employees received a bonus payment last year.
- When bonus payments are made, they are based on a number of factors, including the type of work the bonus payment is for. These payments must have prior approval from the Executive Team.





Comparison to Last Year's Data

2024 v 2023

Percentage Workforce Representation by Quartile

2024	Relevant EEs (1290)	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Female	80.22%	91.33%	86.39%	73.12%	70.14%
Male	19.78%	8.67%	13.71%	26.88%	26.88%
2023	Relevant EEs (1143)	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Female	78.30%	88.35%	84.03%	76.22%	64.56%
Male	21.70%	11.65%	15.97%	23.78%	35.44%

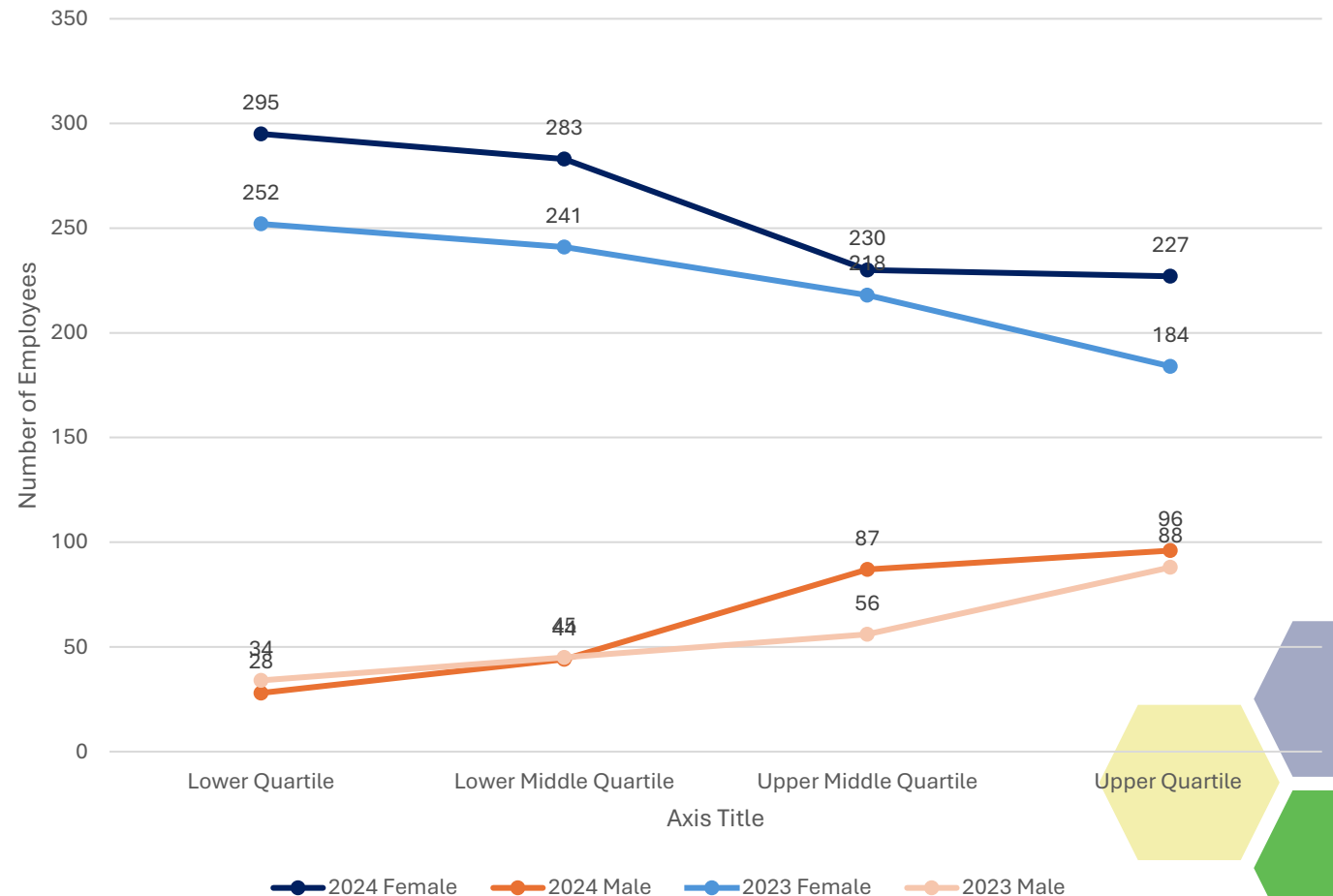
- The overall population of the Trust has increased by about 8%
- Since last year the number of females in the lower quartiles have increased slightly, both of these figures have increased in line with the overall gender balance within the Trust as a whole.
- The upper quartile has seen a positive increase in the percentage of females here, up by over 5.5%



2024 v 2023

Workforce Representation by Quartile

- The lines follow broadly the same trajectory as in the previous year
- There has been a greater increase in female employees across the organisation, which tracks against the lower quartiles.
- For female employees there has been an increase in the number in the Upper Quartile, whereas male colleagues have seen an increase in the Upper Middle Quartile.
- Whilst there has been a positive increase in the number of women in the UQ, more work needs to be done to balance this out, including roles in the UMQ, where there has been a decrease in percentage.



2024 v 2023

Hourly Pay

2024	Median hourly pay	Mean hourly pay
Female rate of pay	£14.60	£19.15
Male rate of pay	£21.50	£24.24
Gender Pay Gap: % difference male to female	32.10%	21%

2023	Median hourly pay	Mean hourly pay
Female rate of pay	£13.95	£17.59
Male rate of pay	£20.68	£23.24
Gender Pay Gap: % difference male to female	32.5%	24.3%

- The median pay gap has remained the same from last year, although the mean gender pay gap has reduced based on the previous 2 years (22.8% in 2022)

Summary

- The vast majority of our lower quartile roles are undertaken by females (91.33%). Many of our lower quartile support roles are flexible or part-time, such as Midday Assistant, Teaching Assistant, Catering Assistant, Cleaner or Administrator. Typically, flexible roles attract females, who remain the primary care-givers.
- Support roles constitute around 55% of our workforce. The higher the percentage of support roles compared to teachers, the greater the gender pay gap will be, since teachers earn on average around double that which support staff earn, and support staff are likely to be female.
- The gender balance of our two groups of principals (primary and secondary) does have an adverse impact on the gender pay gap due to the higher salaries applicable to the secondary phase and a greater number of males in those roles.



Actions

- In previous year's reports we committed to reducing the bias in the recruitment process. We brought in a new ATS which enables us to anonymise applications so that those individuals shortlisted positions do not have access to EDI information, including removing names. We are committed to paying the right salary for the role regardless of gender and therefore candidates will not be asked their previous salary when making an application.
- We have appointed (since September 2024) another female secondary principal, which will further reduce the gender pay gap at senior level.
- We have just launched our first cohort of Women in Leadership course via Springboard, having supported an internal female colleague to have facilitator training in order to deliver this across the Trust. We have around 15 attendees from across the organisation taking place in this.
- We have recently implemented a new HR System, which will allow us to have better oversight of our EDI data moving forward, meaning that we can start building a meaningful EDI strategy.
- We are reviewing our pay progression data for this year regarding the number of females applying to the upper pay scale, with the intention of understanding the reasons why females might not apply.



Actions continued

- Our current Leadership Academy has increased female representation from September 2024, with 10 females and 5 males enrolled, 66% female.
- Our Step Into Leadership programme has 3 males and 5 females from BWT in the last year (63% female).
- Our Teaching School Hub is delivering National Professional Qualifications to teachers at all levels – of the 500 recruited in 2023/24, 350 are female (70% female)
- Our Teaching School Hub is running an Early Headship Coaching Programme for new Headteachers in the region, which sources serving headteachers as Coaches. Of the 11 participants this year, we have matched the 9 new female heads to 8 serving headteachers who are women.
- Of the 75 teachers and leaders we have delivering national programmes for the Teaching School Hub, around two thirds of these are female.

