

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 Middle		Quartile 3. Upper Middle		Quartile 4. Upper	
	No.	%	No.	%	No.	%	No.	%
Male (% males to all employees in each quartile)	16	5.4%	52	17.7%	68	23.1%	107	36.5%
Female (% females to all employees in each quartile)	278	94.6%	242	82.3%	226	76.9%	186	63.5%

Optional Supporting Narrative

The Trust has 1175 employees. 932 (79%) are female and 243 (21%) are male.

Number of Staff	Female	Male	Total
Support*	561	81	642
Teaching*	368	166	534
*(Just Leadership)	35	17	52

N.B Leadership roles are those who are working as a Vice Principal or above, and for the central team this includes the Executive Team and Heads of Profession.

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. Following a comprehensive job families exercise undertaken in partnership with support staff unions and concluding with collective agreement on a revised pay and grade arrangement using the NJC Pay Evaluation Scheme) the Trust in 2017 implemented for support staff a consistent approach across all roles, in order to maximise equality for all employees regardless of gender regarding pay. Since that year, any new roles introduced into our structure have been evaluated against this scheme,

Supporting narrative:

- The majority of employees in the Trust (79%) are female with 67% of our leadership roles occupied by female staff.
- Of the ten schools within the Trust, five are primary and five secondary academies. The Primary Schools are predominantly staffed by females whilst there is more balance in the secondary schools. This reflects the national profile within the Education sector.
- 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. These roles generally offer staff the opportunity to work term time only.

- Of our 10 schools, 6 have a female headteacher, and of our Central Executive Team, two of the five most senior roles are held by females. We have 5 Heads of Professional area in our CORE Team, and 3 of these roles are held by female colleagues.
- All pay offers for new employees and any in year additional allowances to be paid will also be reviewed to highlight any differences between male and female and explore the reasons why.
- We will continue to explore where senior roles can be advertised to encourage more female applicants. We are about to implement a new HRIS which will allow us to remove all personal information from application forms, so that when line managers are shortlisting roles, they are only able to see information on qualifications and experience as well as continue to provide training for recruiting managers especially in the areas of shortlisting and decision making.
- In addition, our communications strategy will continue to highlight female managers and leaders and their roles.
- We have just launched our new 3 year people strategy, and one of the key areas of this is to develop and implement an improved agile working approach with policy, guidance, training and support for our schools.
- We will ensure that career development opportunities are distributed, and we will continue to look at how professional development opportunities are accessed by gender. Our most recent cohort of our in-house Leadership Academy training programme run had a total of 17 participants. The gender split was 6 male (35%) 11 female (65%).
- in 2021 the Trust introduced an Equalities Group, in which we look at issues affecting staff and students alike. Part of the group’s remit will involve reviewing the Gender Pay Gap and identifying areas in which we can make improvements.
- In 2022 the Trust introduced a Fertility Treatment and IVF Policy, to recognise the emotional pressure of undergoing IVF treatment and the potential anxiety and distress that individuals may suffer during the process. The policy entitles employees to a 5-day paid fertility leave entitlement for staff undergoing fertility treatment in any 12-month period, and a 2-day paid leave entitlement for an employee whose partner is undergoing fertility treatment.
- Our schools have also started to introduce further support to colleagues going through the menopause. One school has established a ‘Meno-Pause’ group which encourages conversations about menopause amongst the workforce. The intention of the group is to provide opportunities for staff members to meet and discuss their experiences, with an anticipated three meetings taking place over the academic year. Two of these meetings will be specifically catered towards female colleagues, and the third will be an open meeting for all staff to attend. Our People strategy will look to build upon this great initiative across the rest of our schools over the coming year.

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	25.27%	35.69%

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	0%	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)	0%
Female employees (% paid a bonus compared to all female employees)	0%

Supporting statement

I can confirm that the information published here is accurate.

Signature:



Date: 9 March 2023

Dr Andrew Campbell

Status/position: Chief Executive Officer