

Gender Gap Pay Report 2018

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)	31	9.02%	43	17.62%	69	31.56%	84	34.98%
	31 Support		40 Support 3 Teachers		22 Support 47 Teachers		10 Support 74 Teachers	
Female (% females to all employees in each quartile)	213	90.98%	201	82.38%	175	68.44%	159	65.02%
	213 Support		191 Support 10 Teachers		72 Support 103 Teachers		7 Support 152 Teachers	

Optional Supporting Narrative

The Trust has 975 employees. 748 (77%) are female and 227 (23%) are male.

Number of Staff	Female	Male	Total
Support	482 (83%)	102 (17%)	584
Teaching	250 (68%)	115 (32%)	365
Leadership	16 (62%)	10 (38%)	26
Total	748	227	975

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 introduced a 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 (77%) are female, with 62% of leadership occupied by female staff.
- 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.
- The national School Workforce data indicated that the concentration of females in support staff roles will influence the Gender pay Gap figures for schools/academies across the country and this is borne out by the Office for National Statistics – Annual Survey of hours and earning (Oct 2017) which shows that women working in the educational sector earn an average 26.3% less than women in England, Scotland and Wales.

- Brooke Weston Trust will continue to encourage and support the appointment of female staff into positions at all levels across the organisation. However, to address the current overall mean and median gender pay gaps the Trust will need to seek to better balance the number of males and females in support staff roles across the organisation. The Trust will need to be mindful of the current national split of male/female support staff in schools as it seeks to reduce the gender pay gap. The reality is that while the percentage of females in support staff roles in schools remains so high it is unlikely that the overall gender pay gap figures in the education sector can be closed significantly as they calculated using mean and median averages.

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	26.50%	36.10%

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	15.66%	6.32%

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)	7.61%
Female employees (% paid a bonus compared to all female employees)	4.15%

Supporting statement

I can confirm that the information published here is accurate.

Signature:  Date: 26/3/2019
 Status/position: CEO