**Bourne Education Trust Gender Pay Gap Report 2022-2023**

**Introduction**

In the Bourne Educations Trust we are committed to equality, diversity and inclusion and improving the Gender Pay Gap. We are fully committed to supporting the fair treatment of all employees, irrespective of gender. Through our policies we:

- have transparent recruitment processes
- ensure effective management and retention of staff
- offer equality of opportunity
- ensure pay decisions are equitable and fair

It is important to understand what we mean when we talk about the gender pay gap. In particular to understand the difference between the gender pay gap and equal pay. Equal Pay is the right for men and women to be paid the same when doing the same work of equal value. Gender Pay Gap is a measure of the difference between men's and women's average earnings across an organisation expressed as a percentage of men's earnings. The legislation states the specific key metrics that must be reported.

**Summary at the relevant snapshot date of 31st March 2022**

- Total staff = 1173 (2021: 1175; 2020: 1177). Female= 957 (82%) (2021: 953 81.0%; 2020: 955 82%) Male = 216 (18%) (2021: 222 19.0%; 2020: 212 18%)
- Mean Gender Pay Gap for relevant employees = 22% (2021: 20%; 2020: 19%); this has marginally increased since last year.
- Median Gender Pay Gap for relevant employees = 30% (2021: 21%; 2020: 27.8%); this has increased since last year.
- Percentage of Male staff receiving bonus payments = 0%. Percentage of Female staff receiving bonus payments = 0%

Proportion of males and females in each quartile pay band:

| | | |
|---|---|---|
| Lower quartile | 4% male | 96% female |
| Lower middle quartile | 17% male | 83% female |
| Upper middle quartile | 23% male | 77% female |
| Upper quartile | 29% male | 71% female |

- Lower quartile: 92% are female (2021: 88%; 2020: 90%)
  4% are male (2021: 12%; 2020: 10%)
- Lower middle quartile: 83% are female (2021: 87%; 2020: 85%)
  17%% are male (2021: 13%; 2020: 14%)
- Upper middle quartile: 77% are female (2021: 77%; 2020: 79%)
  23% are male (2021: 23%; 2020: 21%)
- Upper quartile: 71% are female (2021: 72%; 2020: 73%)
  29% are male (2021: 28%; 2020: 27%)

**Narrative**

The gender pay gap information for the Bourne Education Trust as at the snapshot date of 31st March 2022 is based upon 1173 employees of which 957 (82%) are female and 216 (18%) are male across 17 open academies as of that date, 11 primary and 6 secondary. BET operated during this period across three local authorities and three different geographic pay bands for teaching and support staff.

Of the 1173 total employees, 499 (2021: 495; 2020: 478) are teaching staff and 674 (2021: 680; 2020: 699) are in support staff roles.

- Of the 499 teaching staff, 363 73% (2021: 74%; 2020: 75%) are female and 136 27% (2021: 26%; 2020: 25%) are male.
- Of the 674 support staff, 594 88% (2021: 86%; 2020: 87%) are female and 80 12% (2021: 14%; 2020: 13%;) are male.

The Gender Pay Gap is a high level, non-adjusted indicator of male and female earnings that is affected by workforce distribution and workforce make up and reflects workforce composition. Our workforce is currently 82% female which is higher than the gender split in schools nationally with the Schools Workforce Census in England showing that 76% of all school staff are female.

- In the Lower Quartile, the mean gender pay gap is -6.33% (2021: -3%; 2020: -6.5%); that is female staff are earning more than male staff by a margin of 6.33%. The gap has increased since last year but there are very few men in this quartile and the margin fluctuates. Unless the number of men increase and/or the distribution is even in this quartile it is likely that the gap will continue. This quartile is 100% support staff and 44% of our support staff are in the lower quartile.
- In the Lower Middle Quartile, the mean gender pay gap is -4.69% (2021: -1%; 2020: 0%); that is female staff are earning more than male staff by a margin of 4.69%. The gap has grown slightly in this area. This quartile is almost all support staff and 43% of our support staff are in the Lower Middle quartile. There are very few men in this quartile.
- In the Upper Middle Quartile, the mean gender pay gap is -1.6% (2021: -1%; 2020: 0.97%); that is female staff are earning more than male staff by a margin of 1.6%. The gap continues to be small in this quartile. 43% of our teaching staff are in this quartile compared to 11% of support staff.
- In the Upper Quartile the overall mean gender pay gap is 6.04% (2021: 5%; 2020: 5.4%); that is male staff are earning more than female staff by a margin of 6.04%. The gap has grown larger this year due to the fluctuation in staffing as staff rethink their careers. 56% of our teaching staff are in this quartile compared to 2% of support staff.

The overall mean and median gender pay gap figures are influenced by the high numbers of female staff in support roles compared to male staff (88% female; 12% male) which has little changed over the period the Trust has been reporting its gender pay gap. 55% of females are in the two lowest quartiles whereas only 29% of men are. We have seen an increase in the percentage of women in the two lowest quartiles when compared with last year.

The issue for the Bourne Education Trust is not one of equal pay as the Trust continues to pay all staff whatever their gender on nationally or locally agreed pay terms. There is one key issue which is that there is

a high percentage of female staff employed in support staff roles, which are generally lower paid than teaching roles. This is line with the national School Workforce data which indicates that the concentration of females in support staff roles will influence the Gender Pay Gap figures for schools across the country and Office for National Statistics – Annual Survey of Hours and Earnings data which shows that women working in the educational sector earn on average 25% less than men in England, Scotland and Wales. An additional issue is the hourly rates between teaching and support staff: hourly pay rates are affected by the contractual hours of the working week: support staff contracts are based on a 36 hour working week whereas teachers pay is based on a 32.5 hour working week; thus colleagues who may have the same annual salary will be calculated to have different hourly rates.

Strategies that the Bourne Education Trust employs to continue to improve our gender pay gap include:

- implementing the Trust's Single Equality, Diversity, Inclusion and Belonging scheme
- encouraging and supporting the appointment of female staff into positions at all levels across the organisation
- seeking a better balance between the number of males and females in support staff roles across the organisation (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)
- promoting family friendly policies to support returners to teaching and maternity and adoption leave returners; and flexible and hybrid working where possible
- reviewing the offer of CPD to ensure all staff regardless of role and working patterns can access development opportunities
- benchmarking roles and working towards harmonisation of conditions across the Trust
- being more rigorous in pay matters and monitoring salary levels across the trust to ensure that these are applied consistently

The aim of the strategies listed above is support colleagues' wellbeing; allow all staff to progress their careers and enable them to achieve a better work life balance. Whilst our pay gap is broadly in line with the sector, we remain committed to reducing our Gender Pay Gap by showcasing good practice within our organisation as well as continuing to share best practice with other Trusts and employers across the sector.

I confirm that the above information has been prepared from our payroll data on the snapshot date and fairly represents the gender pay gap information for Bourne Education Trust.

Signed

Alex Russell CEO