

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) | 29 | 10.94% | 46 | 17.42% | 77 | 29.06% | 88 | 33.21% |
| Female (% females to all employees in each quartile) | 236 | 89.06% | 218 | 82.58% | 188 | 70.94% | 177 | 66.79% |

Optional Supporting Narrative

The Trust has 988 employees. 769 (78%) are female and 219 (22%) are male.

| Number of Staff | Female | Male | Total |
|-------------------|------------------|------------------|------------|
| Support | 443 (86%) | 73 (14%) | 516 |
| Teaching | 303 (69%) | 135 (31%) | 438 |
| Leadership | 23 (68%) | 11 (32%) | 34 |
| Total | 769 | 219 | |

N.B Leadership roles are those who are working as a Vice Principal or above, and for the central team this includes the Finance Director and the Senior Operations Manager.

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 implemented for support staff a fair and consistent approach across all roles, and to guarantee fairness and equality for all employees regardless of gender. Since that year any new roles introduced into the structure have been evaluated against this scheme, and a process of moderation is about to take place against the roles previously evaluated.

Supporting narrative:

- The majority of employees in the Trust (78%) are female with 68% of our leadership roles occupied by female staff. This is an increase of 6% from the previous year.
- 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.
- 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.

- Of our 10 schools, 6 have a female headteacher, and of the three most senior roles in the Trust two are female.
- Brooke Weston Trust is committed to the reduction of its gender pay gap as far as possible, however the reality is that whilst the percentage of females in support staff roles in schools remains high it is unlikely that the overall gender pay gap figures in the education sector can be closed significantly since the analysis is done using mean and median averages.
- In order to further reduce our gender pay gap at Brooke Weston Trust we would need to recruit the same proportion of men and women to each hourly rate of pay across the MAT. Due to the spread of support staff roles in the lower quartiles, this would mean we would need to recruit more males to the lower paid roles. As stated above these roles attract a greater percentage of females as they tend to accommodate a greater level of flexibility
- Over the coming year we will commit to ensuring there is no gender bias in our recruitment processes, and we will seek to look at whether senior roles can be advertised on a part time basis to encourage more female applicants
- We will ensure that career development opportunities are distributed fairly, and we will continue to look at how professional development is split amongst gender. Our last cohort of the Leadership Academy which is run at the Trust had a total of 18 delegates. The gender split was 6 male (33%) 12 female (67%).

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 | 23.90% | 31.40% |

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 | 29.39% | 38.46% |

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) | 4.10% |
| Female employees (% paid a bonus compared to all female employees) | 2.11% |

Supporting statement

I can confirm that the information published here is accurate.

Signature: *Dr Andrew Campbell*

Date: 2 March 2020

Status/position: Chief Executive Officer