



Bay Education Trust

Gender Pay Gap Report – relevant date 31st March 2018

Total staff = 448. Female = 345 (77%), Male = 103 (23%)

Mean Gender Pay Gap = 28.9%

Median Gender Pay Gap = 49.1%

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:

- 112 employees in the lower quartile. 96 (85.7%) are female and 16 (14.3%) are male.
- 112 employees in the lower middle quartile. 101 (90.2%) are female and 11 (9.8%) are male.
- 112 employees in the upper middle quartile. 77 (68.8%) are female and 35 (31.2%) are male.
- 112 employees in the upper quartile. 71 (63.4%) are female and 41 (36.6%) are male.

Narrative

The gender pay gap information for the Bay Education Trust as at 31st March 2018 is based upon 448 employees. Of the 448 employees 345 (77%) are female and 103 (23%) are male.

The employee total (448) is made up of 138 teaching staff and 310 support staff.

Of the 310 support staff 260 (83.9%) are female and 50 (16.1%) are male. The high percentage of females in support staff roles has a significant impact on both the mean gender pay gap figure and the median gender pay gap figure for the Bay

Education Trust. This is because support staff roles e.g. Teaching Assistants, Administrators, Caretakers / Cleaners are paid hourly rates below the hourly rates of teaching staff.

Of the 138 teachers 85 (61.6%) are female and 53 (38.4%) are male.

The gender split of staff within the Bay Education Trust reflects the gender split in schools nationally. The Schools Workforce Census in England (published July 2017) shows that 80% of all school staff are female. 74% of FTE teachers are female and 82% of school support staff are female. 91% of teaching assistants are female.

It should be noted that the mean and median hourly rates for female teaching staff within the Bay Education Trust are higher than the mean and median hourly rates for male teaching staff.

As a result the mean Gender Pay Gap percentage for teaching staff within the Trust is minus 1.5% and the median Gender Pay Gap for teaching staff is minus 8.4%

The mean Gender Pay Gap for support staff is 14.9% and the median Gender Pay Gap for support staff is 7.2% .

The overall mean Gender Pay Gap figure (28.9%) and median Gender Pay Gap figure (49.1%) are directly influenced by the high numbers of female staff in support roles compared to male staff.

The issue for the Bay Education Trust is not one of equal pay as the Trust continues to pay all teachers on nationally agreed pay rates and pays support staff in line with pay grades determined by the local authority's Job Evaluation Scheme.

The issue for the Bay Education Trust is the high percentage of female staff employed in support staff roles which are generally lower paid than teaching roles.

The national School Workforce data indicates 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 Earnings (Oct 2017) which shows that women working in the educational sector earn on average 26.3% less than men in England, Scotland and Wales.

The Bay Education Trust currently employs a female Executive Headteacher across its two primary schools. There is female Head of School in each primary school, along with two female Assistant Headteachers. In the Trust's Secondary setting three of six Assistant Headteachers are female. In addition, the Trust's Chief Finance Officer and Chief Operations Officer are female.

The Bay Education 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 are calculated using mean and median averages.