



# Bay Education Trust

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## Gender Pay Gap Report – relevant date 31<sup>st</sup> March 2020

Total staff = 445. Female = 353 (79.3%), Male = 92 (20.7%)

**Mean Gender Pay Gap = 32.9%**

**Median Gender Pay Gap = 51.7%**

**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. 104 (92.9%) are female and 8 (7.1%) are male.
- 111 employees in the lower middle quartile. 95 (85.6%) are female and 16 (14.4%) are male.
- 111 employees in the upper middle quartile. 85 (76.6%) are female and 26 (23.4%) are male.
- 111 employees in the upper quartile. 69 (62.2%) are female and 42 (37.8%) are male.

## Narrative

The gender pay gap information for the Bay Education Trust as at 31<sup>st</sup> March 2020 is based upon 445 employees. Of the 445 employees 353 (79.3%) are female and 92 (20.7%) are male.

The employee total (445) is made up of 136 teaching staff and 309 support staff.

Of the 309 support staff 268 (86.7%) are female and 41 (13.3%) 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.

Compared to March 2019 the number of males in support staff roles across the Trust dropped from 42 to 41 and the number of females in support staff roles increased from 262 to 268.

Of the 136 teachers 85 (62.5%) are female and 51 (37.5%) 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: November 2019 (published June 2020) shows that 89% of Teaching Assistants and Support Staff in state funded schools (based on headcount) are female. Nearly 76% of teachers are female (based on headcount).

It should be noted that the mean Gender Pay Gap percentage for teaching staff within the Trust is 2.2% and the median Gender Pay Gap for teaching staff is minus 1.0%, i.e. the median pay rate for female teaching staff is higher than the median rate for male teaching staff.

The mean Gender Pay Gap for support staff is 13.8% and the median Gender Pay Gap for support staff is 3.9%.

The overall mean Gender Pay Gap figure (32.9%) and median Gender Pay Gap figure (51.7%) 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. This is a long-term national issue as evidenced by the School Workforce Census data.

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 ongoing 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.