

## Gender Pay Gap Report

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, requires us to publish details of our gender pay gap based on pay at 31<sup>st</sup> March 2017.

### What is a 'gender pay gap'?

A gender pay gap is a measure of the difference in the average pay of all men and women (regardless of their role) in an organisation.

This is different to equal pay – which means paying men and women the same salary for the same or equivalent work.

Whilst an organisation may have equal pay between men and women in the same or equivalent roles, it may have a gender pay gap if it has a higher number of men in senior positions (on the basis that pay increases with the seniority of roles). This will mean a higher average pay for men compared to women.

### Our mean and median gender pay gap data

Bright Futures Educational Trust (BFET) had 584 employees at the time of the calculation in March 2017.

#### Pay – hourly rate

The gender pay gap between men and women at BFET based on hourly pay is set out below:

**Mean**            **18.79%**

**Median**        **27.37%**

The mean gender pay gap shows the percentage difference in average hourly rate of pay between men and women.

The median gender pay gap shows the percentage difference in average hourly rate of pay between the male and female at the mid-point of their respective pay scales. To illustrate how this works, imagine that all female employees are lined up with the lowest hourly paid employee at the front and the highest hourly paid employee at the back. The male employees do the same. The median gender pay gap is the difference between the hourly pay of the female employee in the middle of their line and the male employee in the middle of their line.

#### Bonus pay

No employees at BFET received bonus pay. As such, there is no gender pay gap in relation to bonus pay.

### Pay quartiles

Quartile (hourly pay)	Gender	
	Female	Male
High pay	70.55%	29.45%
Mid-high pay	74.66%	25.34%
Mid-low pay	80.82%	19.18%
Low	87.67%	12.33%

### What does this data tell us?

1. Our mean (average) gender pay gap is 18.79% which is just above the UK average of 18.1% (based on 2016 Office of National Statistics publication) i.e. women in our employment earned, on average, 18.79% less than men in March 2017.
2. Our median gender pay gap of 27.37% is higher than the estimated UK average (which is 18.4% - based on estimates from the ASHE Survey 2017)
3. In March 2017, 78.4% of our workforce were female and 21.6% were male.
  - In relation to the pay quartiles, women represented 70.55% of high pay quartile and men represented 29.45%. As such, men were disproportionately represented in senior positions (i.e. those in the high pay quartile).
  - In the lowest pay quartile, women account for 87.67% of the employees and men represent 12.33%. One of the reasons for the disproportionate number of women in the lowest pay quartile roles is due to the fact that a significantly higher proportion of these roles offer term time working, which tends to attract more female than male applicants.
4. The circumstances set out in the bullet points (above) explain the mean and median gender pay gaps within BFET.
5. In relation to Qualified teachers, the gender pay gap is much smaller (the mean is 5.74%).
6. In relation to Leadership, the pay gap is 10.19% (mean) and for Admin staff, the pay gap is 17.69% (mean)
7. When using this same calculation to consider the gender pay gap in our individual schools both Altrincham Grammar School for Girls and Rushbrook Primary Academy have gender pay gaps in favour of women (mean).

**Conclusion**

BFET operates fair and equitable systems for determining the pay of its employees. We intend to continue to encourage female employees to progress to senior roles and believe this will reduce the current gender pay gap.



Dr John Wm Stephens  
Chief Executive Officer and Trustee  
On behalf of the Board of Trustees  
8 March 2018