

Gender Pay Gap Report March 2019 (March 2018 data)

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 31st March 2018.

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, and/or a higher number of women in lower paid jobs. 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 698 eligible employees at the time of the calculation in March 2018.

Pay – hourly rate

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

Mean	17.13 % (compared to 18.79% in March 2017)
Median	19.72% (compared to 27.37% in March 2017)

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 group based on gender. 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. As 77.65% of our workforce were female in March 2018, the line of women is much longer than that of men.

Bonus pay

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

Pay quartiles split by gender

Quartile	Female	Male	Average			Median		
			Hourly Pay Rate			Hourly Pay Rate		
			M	F		M	F	
High Pay (175 - 25.07%)	124 (70.86%)	51 (29.14%)	£25.98	£28.12	Females 8.24% higher	£25.51	£25.68	Females 0.67% higher
Mid – High Pay (174 - 24.93%)	127 (72.99%)	48 (27.59%)	£17.90	£18.89	Females 5.53% higher	£17.00	£19.42	Females 14.24% higher
Mid – Low Pay (174 - 24.93%)	142 (81.61%)	32 (18.39%)	£13.25	£12.82	Males 3.35% higher	£13.54	£12.69	Males 6.70% higher
Low Pay (175 - 25.07%)	149 (85.14%)	25 (14.36%)	£9.37	£9.14	Males 2.52% higher	£9.40	£9.31	Males 0.97% higher

Gender Pay Gap by role type

Category	Female	Male	Average (Mean)			Median Hourly Pay Rate		
			Hourly Pay Rate			Hourly Pay Rate		
			M	F		M	F	
Leadership 58 - 8.31%	40 (68.97%)	18 (31.03%)	£39.69	£34.22	Males 15.98% higher	£33.72	£27.34	Males 23.34% higher
Teaching Qualified and Unqualified Grade M & U - 284 - 40.69%	209 (73.59%)	75 (26.41%)	£15.35	£20.83	Females higher by 35.70%	£20.96	£21.23	Females higher by 1.29%
Non Teaching Staff - 356 - 14.37%	293 (82.30%)	63 (17.70%)	£13.12	£11.37	Males higher by 15.39%	£11.99	£10.65	Males higher by 12.58%
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What does this data tell us?

- Our mean (average) gender pay gap is 17.13%, which is just below the UK 2018 average of 17.9% (based on Oct 2018 Office of National Statistics publication) i.e. women in our employment earned, on average, 17.13% less than men in March 2017. This figure is slightly lower than our published 2017 mean gender pay gap.
- Our median gender pay gap is 19.72%. The published figure for the education sector in March 2018 was a 17.9% median pay gap in favour of men. (According to the TES). Our gap is slightly higher than this sector average, although it is lower than our 2017 median figure.
- In March 2018, 77.65% of our workforce were female and 22.35% were male.
 - In relation to the pay quartiles, women represented 70.86% of the high pay quartile and men represented 29.14%. Men were disproportionately represented in the high pay quartile, when considering the overall population. The average (mean) gender pay gap was in favour of women who were paid 8.24% higher than men in that quartile.
 - In the lowest pay quartile, women accounted for 85.147% of the employees and men represent 14.36%. Women were disproportionately represented in the lowest pay

quartile, when considering the overall population. In this quartile, the average (mean) gender pay gap was in favour of men who were paid 2.52% higher than women in that quartile.

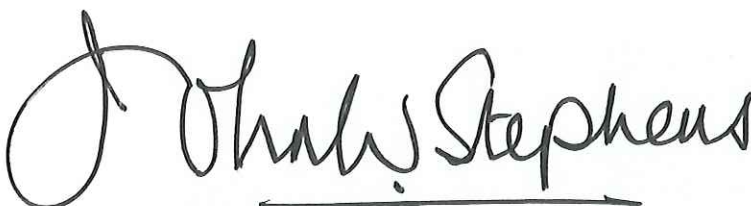
One of the reasons for the disproportionate number of women in the lowest pay quartile is that a significantly higher proportion of these roles offer term time working, which tends to attract more female than male applicants.

4. In relation to teachers on all of the pay scales, the average (mean) gender pay gap is significantly in favour of women, who earn 35.7% more than men.
5. When using this same calculation to consider the median gender pay gap in our individual schools, Altrincham Grammar School for Girls, Rushbrook Primary Academy and Connell Sixth Form college had median gender pay gaps in favour of women.

Conclusion and actions

Our mean and median pay gap between men and women has reduced since March 2017. In this twelve-month period, we have seen a slight increase in the number of females in the high pay quartile and an increase in the number of men in the low pay quartile. In addition, in March 2018 we had a gender pay gap in favour of women in our 'teachers' population and in our high pay and mid-high pay quartiles.

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 further reduce the current gender pay gap.



Dr John Wm Stephens
Chief Executive Officer and Trustee
On behalf of the Board of Trustees
March 2019