



Gender Pay Gap Report (GPGR)
April 2021 Data
Produced by: Lauren Gray

1.0 Introduction

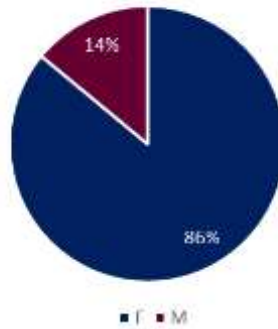
As Bradgate Education Partnership employs more than 250 people we are required by law to publish an annual gender pay gap report highlighting the difference in average female earnings compared to average male earnings.

2.0 Data

The below information outlines how the data set is made up:

- Based on the period of 1st April 2021 – 30th April 2021
- Based on 728 headcount
- Those who were on maternity leave, paternity leave and sick leave have been removed from the data as required
- This data reviews pay information for 626 women and 102 men

Male/Female Split

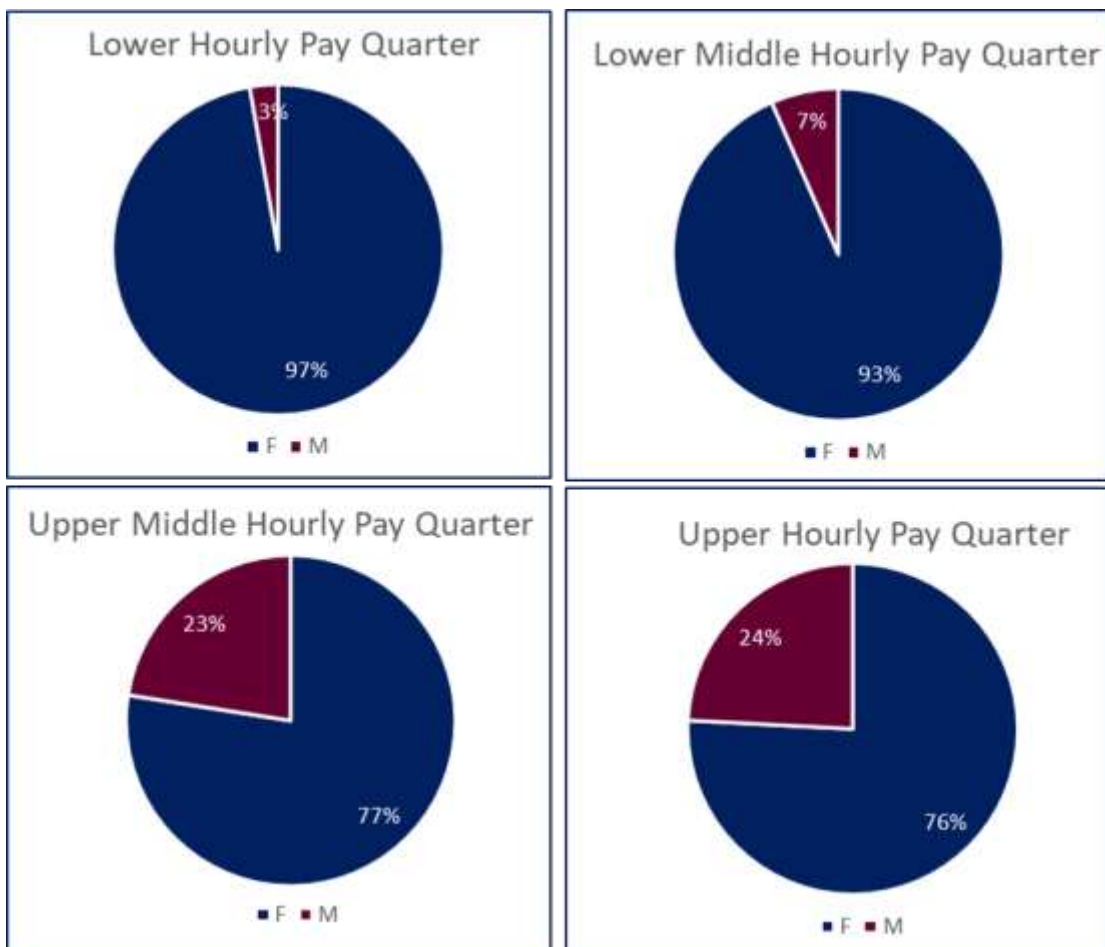


3.0 Gender Pay Gap Information

There are six calculations that need to be made for GPGR, three of them are related to bonus pay which is not applicable to the Trust therefore we are not in a position to undertake those calculations.

3.1 Percentage of Men and Women in Each Hourly Pay Quarter

There are 182 employees in each of the pay quartiles that are required for GPGR.



3.2 Mean (average) Gender Pay Gap Using Hourly Pay

Male/Female Split	Average Hourly Rate of Pay
F	£14.49
M	£21.11

The data shows a 31% difference in the average hourly pay between male and female within the Trust

3.3 Median (mid-point) Gender Pay Gap Using Hourly Pay

Male/Female Split	Median Hourly Rate of Pay
Men Median	£20
Women Median	£9

The data shows a 55% difference in the median point of hourly rate of pay between male and female within the Trust.

4.0 Narrative

- We recognise our duties and obligations as an employer to ensure that equal pay is applied to our workforce and in that spirit we continue to follow national and local pay rates for teaching and support staff.
- As a Trust we understand that due to our representation mainly being women, this is why the figures are showing as they are.
- There is a recognition from the Trust that the results of the GPG information are largely based on the fact that of the top 5 earners within the Trust, 4 of those are male, with the female representation within that group being the lowest earner (based on hourly rates of pay).
- The data also shows that men are underrepresented at the lowest quartiles of the workforce – it is recognised within society that roles such as Cleaning, Learning Support Assistants, Midday Supervisors are predominantly female roles.

5.0 Supporting Statement & Actions

Bradgate Education Partnership operates as an equal opportunities employer and aims at all times to ensure that employees are not discriminated against.

Bradgate Education Partnership is not unusual in the education sector to have very high female representation across its structure, with particularly high concentrations of female colleagues in supporting roles which often offer only part time hours. Our Head Teacher and school SLT workforce are predominantly female colleagues.

All roles within the Trust are advertised either externally or internally to provide equal opportunities for all and this has been strengthened with all of the Trust's recruitment been doing centrally. This also ensures that pay bandings particularly for support staff are being applied consistently across the Trust.

Moving forwards we must ensure that our recruitment uses gender neutral language to ensure that female colleagues are attracted to applying for senior roles within the organisation and that males may be attracted to working within the

lower quartiles of the workforce. This task needs to be undertaken by the HR team in the development of the recruitment services to the Trust.

We also seek to 'turn off' personal data when shortlisting is being undertaken in an aim to ensure unconscious bias doesn't exist within our recruitment processes.

Recruitment and selection training also needs to be undertaken with those who are part of the recruitment process across the Trust.

At the time of this report being written, the Trust is considering recruitment options at the highest level of the organisation to support the development of the education provided to our pupils, therefore whilst the person with the best skills will be required for any new position, the Trust need to seriously consider ensuring that an appointment is a female colleague.

The Board of Trustees will review this data annually in line with statutory requirements and ensure that actions are in place to address the balance where it is possible to do so.



Lauren Gray
Director of Human Resources



Gareth Nelmes
Chief Executive Officer