



BRADGATE
Education Partnership

Gender Pay Gap Report March 2022 Data

Completed by: Danielle Cornes, Senior HR Advisor
Laura Gibbins, HR Officer

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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.

Bradgate Education Partnership recognises how some individuals may identify differently and may not identify as set genders. For the purpose of this report, the Trust have used legal sex data sets as provided by our HR/Payroll records.

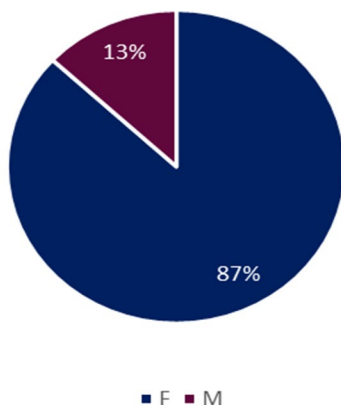
2.0 Data

Bradgate Education Partnership has retained a stable headcount year-on-year; however it does recognise a significant decrease in full-pay relevant employees in comparison to last years report for 2021. This is largely reflected by data which presents a significant increase in sick and unpaid leave in 2022. This is likely due to the COVID-19 restrictions in 2021, including lockdown periods which saw the 'stay at home' rules in place until 29th March 2021. Alongside this many educational staff only returned to the workplace from 8th March 2021 when restrictions were lifted following a return to face-to-face learning and therefore would have likely contributed to the amount of people who were on special and sick leave and at the time of reporting in 2021.

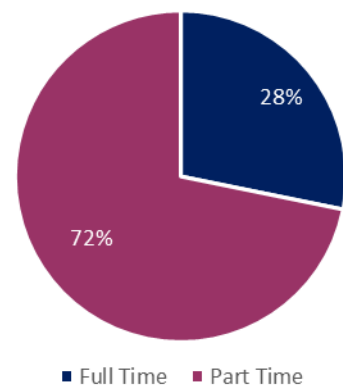
The below information outlines how the data set is made up:

- Based on the reporting period of 1st April 2021 – 31st March 2022
- Based on a snapshot of Bradgate Education Partnership staff as 31st March 2022
- Based on 704 headcount
- Those who were on maternity leave, paternity leave, unpaid special leave and sick leave have been removed from the data as required
- This data reviews pay information for 612 women and 92 men
- The below pie chart shows a split of full time vs part time workers which also represents the impact of the gender pay gap reporting on our data

Male/Female Spilt



Full Time/Part Time Comparison

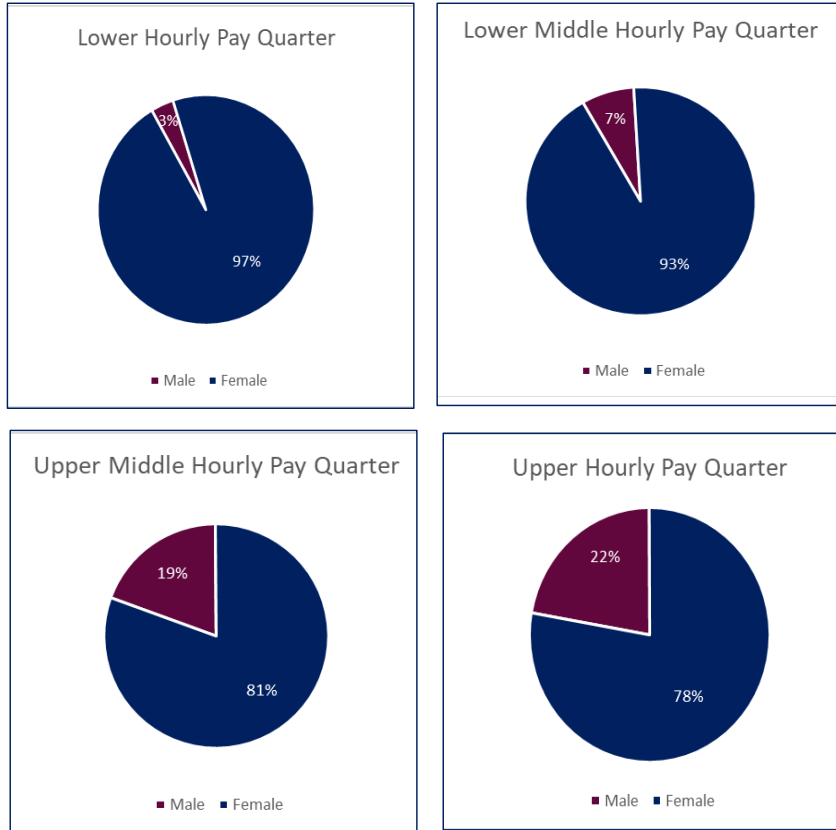


3.0 Gender Pay Gap Information

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



3.2 (average) Gender Pay Gap Using Hourly Pay

Mean

Male/Female Split	Average Hourly Rate of Pay
F	£15.15
M	£21.55

The data shows a 30% difference in the average hourly rate of pay between male and female within the Trust. Although the average difference in hourly pay has ever so slightly decreased by 1% since last year, we recognise that this is not by any means progress but remains something the Trust is committed to addressing in order to narrow the gender pay gap.

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

Male/Female Split	Median Hourly Rate of Pay
Male Median	£19
Female Median	£11

The data shows a 44% difference in the median point of hourly rate of pay between male and female within the Trust. The median pay gap has decreased by 11% in the last year.

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.
- 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). In the last 12 months we have made two executive female appointments and made changes within our Executive Leadership Team that should address the Gender Pay Gap significantly, however, we don't expect that this will show progress in the data until reporting of April 2025.
- The quartiles remain fairly comparable to previous years, although there is a slight increase in the percentage of women in the Upper Pay Quartile in comparison to other years.
- The data also shows that men remain significantly underrepresented at the lowest quartiles of the workforce – this remains a sector specific issue within education whereby it is still often recognised that within society roles such as Cleaners, Learning Support Assistants, Midday Supervisors are predominantly female roles.
- Positively as a Trust we are very supportive of family friendly working and therefore a large proportion of our workforce are part time workers, this also affects the gender pay gap data due to data being based on actual salaries rather than full time equivalent salaries.

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 aware it 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. At the time of reporting our Head Teacher and school SLT workforce still remain predominantly female colleagues.

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

We continue to explore how our organisation can create a more even gender balance, encouraging gender neutral language across the recruitment process. We will use these tools 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.

We also seek to 'turn off' personal data and look at ways the Trust can implement 'blind recruitment' when shortlisting is being undertaken in an aim to ensure unconscious bias doesn't exist within our recruitment processes.

We also seek to further review recruitment and selection training to those who are part of the recruitment process across the Trust to promote awareness of the gender pay gap and support them in erasing bias.

The gender balance of our organisation, especially at Executive Leadership level has changed with the recent appointment for two female Executive Leaders addressing the balance in the top 5 earners within the Trust. In the long term, we believe this will help in closing the Gender Pay Gap further.

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.

This report has been produced by two HR colleagues, Danielle Cornes and Laura Gibbins, with the information being reviewed and signed off by the Director of HR and the Chief Executive Officer of the Executive Leadership Team. The information will be reported to our Trust Board for review at the next Workforce & Organisational Development Committee in the Summer Term and ultimately reported to our Trust Board:



Lauren Gray
Director of Human Resources



Gareth Nelmes
Chief Executive Officer