



BRADGATE
Education Partnership

Stronger Together

Gender Pay Gap Report March 2023 Data

DATE: March 2024

PRODUCED BY:
Laura Gibbins

Ambitious
Collaborative
Ethical

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.

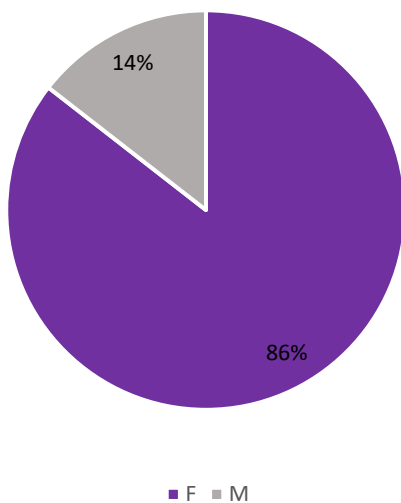
Bradgate Education Partnership recognises how some individuals may identify differently and may not identify as set genders. For the purpose of this report, the Trust have used legal sex data sets as provided by our HR/Payroll records.

2.0 Data

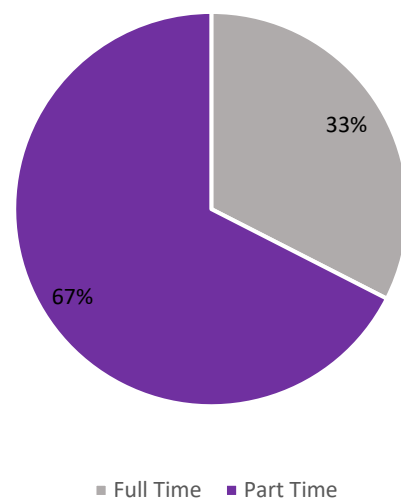
The below information outlines how the data set is made up:

- Based on the reporting period of 1st April 2022 – 31st March 2023.
- Based on a snapshot of Bradgate Education Partnership staff as of 31st March 2023.
- Based on 732 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 626 women and 106 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 Split



Full Time/Part Time Comparison



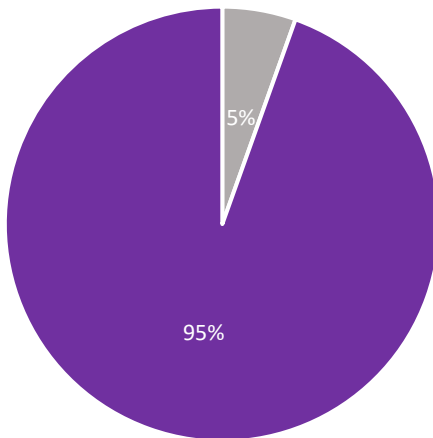
3.0 Gender Pay Gap Information

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

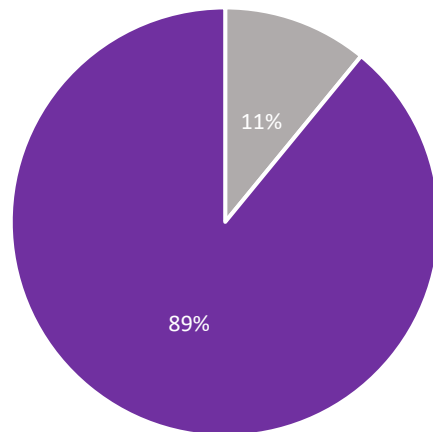
There are 183 employees in each of the pay quartiles that are required for GPGR.

Lower Hourly Pay Quarter



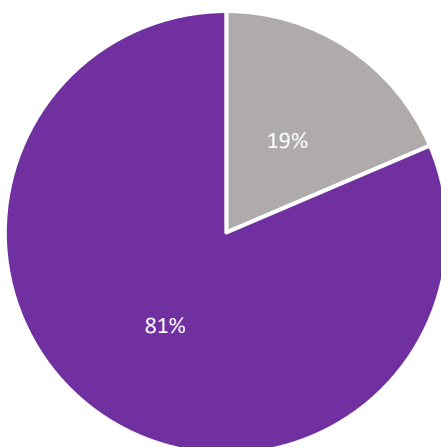
■ Male ■ Female

Lower Middle Hourly Pay Quarter



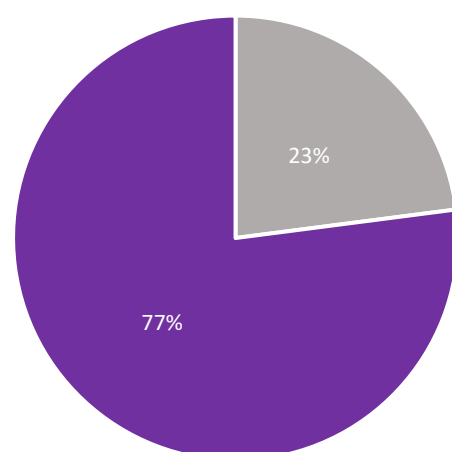
■ Male ■ Female

Upper Middle Hourly Pay Quarter



■ Male ■ Female

Upper Hourly Pay Quarter



■ Male ■ Female



3.2 Mean (average) Gender Pay Gap Using Hourly Pay

Male/Female Split	Average Hourly Rate of Pay
F	£17.31
M	£22.74

The data shows a 24% difference in the average hourly rate of pay between males and females within the Trust. Whilst the average difference in hourly pay has decreased by 6% since last year, we recognise that there is further work to be done and 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
F	£13
M	£21

The data shows a 37% difference in the median point of hourly rate of pay between males and females within the Trust. The median pay gap has decreased by 7% 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, 3 of those are male, with the lowest earner within that group being female (based on hourly rates of pay). In the last 12 months we have made changes within our Executive Leadership Team, with two of the executive females being promoted and the appointment of two part time executives, one of these being female. These changes should address the Gender Pay Gap significantly and we expect that this will show progress in the reporting of April 2025.
- The quartiles remain fairly comparable to previous years, although there is a slight increase in the percentage of men in the Lower Pay and Lower Middle Pay Quartiles in comparison to other years. In the past 12 months the Trust have appointed men to some of the Learning Support Assistant and Midday Supervisor roles and we expect to see further progress in the data in the reporting of April 2025.
- The Trust recognise that men remain significantly underrepresented at the lowest quartiles of the workforce – this remains a sector specific issue within the education sector whereby it is still often recognised that within society roles such as Cleaners, Learning Support Assistants and Midday Supervisors are predominantly occupied by females.
- 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 part time hours only. At the time of reporting our Headteacher and school SLT workforce still remain predominantly female colleagues.

At the time of reporting two primary schools are officially joining the Trust as of April 2024 which will significantly increase the headcount of the Trust in the reporting of April 2026.

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 are continuing 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 to aim to remove stereotypes, although it is recognised that this is a challenge nationally.

We also continue to review recruitment and selection training which is provided to those who are part of the recruitment process across the Trust to ensure the gender pay gap is promoted and to support them in erasing bias from the process.

The gender balance of our organisation, especially at Executive Leadership level has changed with the promotion of two female Executive Leaders and the appointment of two part-time Executive Leaders, with one of these being female, which we believe 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 Laura Gibbins, HR Data and Systems Lead, 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