

Gender Pay Gap Report 2019

Beckfoot Trust, as an employer of over 250 employees, is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The legislation requires the Trust to publish statutory calculations every year showing how large the pay gap is between our male and female employees. This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation but does not involve publishing individual employee's data. Beckfoot Trust has a higher proportion of females in every quartile, including the upper quartile. No bonuses were paid to any employee during the reporting period.

The gender pay gap is defined as the difference between the average (mean) and the actual midpoint (median) hourly rate of male and female employees. This report is based on snapshot data as at 31st March 2019.

Beckfoot Trust Written Statement

Beckfoot Trust is a Multi-Academy Trust employing 1352 staff in ten schools. There are 1066 (79%) female employees and 286 (21%) male employees.

Pay Gap v Equal Pay

Beckfoot Trust continues to operate as an Equal Opportunities employer. We ensure men and women receive equal pay for the same or broadly similar work and work is rated as equivalent under a job evaluation scheme. The gender pay gap is not the same as unequal pay. Unequal pay is giving women less than men for the same work. This has been unlawful since the Equal Pay Act was introduced in 1970.

Underpinning all our actions is the Trust's Equality Information and Objectives policy that sets out our commitment to ensure fair and equal treatment for all. We are committed to addressing diversity in our Trust and we continue to approach this in several ways. We recruit our employees based on their skills and qualities rather than their demographic characteristics (gender, ethnicity, age etc).

This report explores the reasons why Beckfoot Trust continues to have a gender pay gap and identifies how we intend to close the gap.

Gender Pay Gap – Results

Difference between Men and Women

	Mean	Median
2019	21%	48%

Source: CBMDC Payroll, Beckfoot Trust HR

Pay Quartiles

There are more women than men in our lower paid roles but there are also more women than men in higher paid ones. There is a higher percentage of male employees in the Upper Middle and Upper Quartile for 2019. There is also a greater proportion of male employees in teaching roles, compared to support staff roles, which creates what appears to be a gender pay gap when analysing the whole workforce rather than within roles.

Pay Quartiles

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male	17%	12%	27%	28%
Female	83%	88%	73%	72%

Beckfoot Trust promote and reward our staff irrespective of their demographic characteristics. This is evidenced by the number of female staff who are in senior roles within the Trust. In the Upper Middle and Upper Quartiles, the Trust employs:

Female 445

Male 172

What is driving our pay gap?

According to data from the Office of National Statistics, teaching is still largely a female profession. Like most educational organisations, the workforce at Beckfoot Trust is made up of significantly more female employees.

However, a higher proportion of males employed by Beckfoot Trust are in the top two pay quartiles. In other words, we have differences in gender representation in different job functions. This is a national issue, particularly in schools where some roles create a cultural gender split. For example, there are more female staff employed in support roles, such as teaching assistants, midday supervisors, cleaners and these roles fall in to the Lower and Lower Middle Quartiles. These staff are paid in accordance with National Joint Council for Local Government Services (NJC) adopted by the Trust. This creates what appears to be a gender pay gap when looking at mean and median for whole staffing figures and not within grades.

Teaching staff pay scales are aligned to the School Teachers' Pay and Conditions (STPCD) that is reviewed annually. For non-teaching support staff, pay scales are set by the NJC. The gender pay gap of the Trust is misleading by the fact that teachers' hourly rate is calculated over a 38 weeks period compared to support staff hourly pay that is calculated over 52 weeks.

You will see from the data below that when we examine the teaching and non-teaching categories who are paid differently under nationally set terms and conditions, the gender pay gap is almost eliminated:

Teaching Staff - Difference between Men and Women

	Mean	Median
2019	2%	0%

Non-Teaching Staff - Difference between Men and Women

	Mean	Median
2019	18%	0%

How we intend to close the pay gap

Our approach to pay is gender neutral and we have in place job evaluation processes to ensure parity across Beckfoot Trust. We are confident that the gender pay gap is not due to pay inequalities but is a reflection of our workforce composition. Beckfoot Trust will continue to keep this under review.

The Trust will continue to challenge any imbalance as a result of inherited cases within schools that join the Trust.

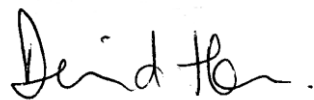
Beckfoot Trust will continue to analyse our recruitment, performance management and employee professional development opportunities to ensure our processes remain transparent, open, fair and equal to enable all employees to realise their full potential.

The Trust will continue to review our policies and practices to ensure they are not contributing to the gender pay gap, making appropriate improvements.

We are also committed to delivering quality training to our HR teams, e.g. Understanding Unconscious bias to ensure policies, supporting guidance, advice and practices remain inclusive.

We will continue to improve our family friendly initiatives so that they encourage applications from males and females at all levels and to encourage men and women to share childcare responsibilities and take advantage of current flexible arrangements that enable them to fulfil their caring responsibilities, including shared parental leave.

This statement confirms that the published information is accurate at the time of publishing and is signed by David Horn, CEO Beckfoot Trust

A handwritten signature in black ink that reads "David Horn". The signature is written in a cursive style with a period at the end.

David Horn
6 March 2020