

2018 Gender Pay Gap Report

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Beckfoot Trust continues to operate as an Equal Opportunities employer. We are confident that men and women are paid equally for doing equivalent roles across Beckfoot Trust. In determining pay for our employees, we adhere to National agreements for the pay of teachers and support staff and have always ensured full compliance with equal pay.

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).

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.

Beckfoot Trust Written Statement

Beckfoot Trust is a Multi-Academy Trust employing 1229 staff in ten schools. There are 947 (77%) female employees and 282 (23%) male employees.

Pay Gap v Equal Pay

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.

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

Our results

There are more women than men in our lower paid roles but there are also more women than men in higher paid ones.

Beckfoot Trust employs more women than men. The number of women employed across the Trust is evenly distributed across the 4 quartiles, whereas, there are fewer men employed by the Trust but more are paid in higher paid roles than in the lower quartiles – this is one of the main reasons for our gender pay gap.

Gender Pay Gap

Difference between Men and Women

	Mean	Median
2018	21.8%	35.8%

Source: CBMDC Payroll, Beckfoot Trust HR

Pay Quartiles

Data shows that we have a higher percentage of females in the lower quartile in 2018 when compared to 2017 and a slight increase in the number of females in the Upper quartile in 2018.

There is a higher percentage of male employees in the Upper Middle Quarter for 2018.

Pay Quartiles

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male	15%	16%	30%	31%
Female	85%	84%	70%	69%

Beckfoot Trust, like most educational establishments is made up of more female staff. Nationally, 74% of teachers at all grades are female. The split in gender for all staff employed by Beckfoot Trust is:

Female 947 (77%)

Male 282 (23%)

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 428

Male 189

What is driving our pay gap?

One year on, our pay gap remains largely unchanged, with minor movement in the figures. Beckfoot Trust believes that the reason for this remain the same as last year:

- Higher proportion of the men 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.

This creates what appears to be a gender pay gap when looking at mean and median for whole staffing figures and not within grades. We can confirm there is no variation in pay between female and male staff who are undertaking the same role.

How we intend to close the pay gap

Beckfoot Trust acknowledge that there is continued work to do. The Government Equalities Office has published two pieces of guidance to help identify the root causes of the gender pay gap as well as what steps and actions can be taken to eradicate it. This advice will be central to the steps we take to help close the gap.

The Trust will focus on specific aspects of employment (professional development, progression etc) from recruitment to termination to identify if women and men leave the Trust at different rates as this could contribute to our gender pay gap. This will feed in to the Beckfoot Trust Recruitment and Retention strategy.

The Trust will continue to examine our recruitment, performance management and employee career development opportunities to ensure our processes remain transparent, open, fair and equal.

The Trust will continue to examine our policies and practices to ensure they are not contributing to the gender pay gap, making appropriate improvements. For example, ensure they are free from unconscious bias.

We will continue to improve our family friendly initiatives so that they encourage men and women to share childcare responsibilities and encourage employees to take advantage of current 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, slightly slanted style.

David Horn
29 March 2019