

2017 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.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our Trust. It will not involve publishing individual employee data.

We are required to publish the results on our own website and a government website.

We can use these results to assess:

- The levels of gender equality in our workplace
- The balance of male and female employees at different levels
- How effectively talent is being maximised and rewarded.

The challenge in our Multi Academy Trust and across Great Britain is to reduce any gender pay gap.

Beckfoot Trust Written Statement

Beckfoot Trust is a Multi-Academy Trust employing 1170 staff in nine schools. There are 867 (74%) female employees and 303 (26%) male employees.

Definitions

'Equal Pay' and Gender Pay Gap'

'Equal Pay' is the requirement that employers must give men and women equal treatment in the terms and conditions of their employment contract (including pay) if they are employed to do 'like work'.

'Gender Pay Gap' is the difference in the average gross hourly earnings of women and men in the Trust as a whole. And is not a comparison between a woman and man doing a 'like job'. The Gender Pay Gap is identified using two measures the 'Mean' and the 'Median' gap and these measures are described below:

- The 'Mean' Gender Pay Gap difference
This is the difference between the average gross hourly pay of women employed by Beckfoot Trust and the average gross hourly pay of Men employed at Beckfoot Trust. To calculate this, we take all the gross hourly pay awarded to women and divide it by the number of women to get an average gross hourly salary. We do the same for men.
- The 'Median' Gender Pay Gap difference
This is the middle point of pay between the highest and lowest pay. To calculate this, we arrange the gross hourly pay in order from smallest to highest for women in Beckfoot Trust and identify the middle value, this identifies the middle pay point. We do the same for men.

Pay and Bonus Gap

The following table shows our overall mean and median gender pay gap based on hourly rates of pay taken at the snapshot date of 31 March 2017. We are obliged to capture differences in bonus

paid to men and women. However, bonuses are not a recognised feature of the Beckfoot Trust remuneration and no bonuses were paid during 2017.

Difference between Men and Women

	Mean	Median
Hourly Fixed Pay	18.4%	32.2%
Bonus Paid	N/A	N/A

Source: CBMDC Payroll, Beckfoot Trust HR

Pay Quartiles

The following table illustrates the gender distribution across four equally sized quartiles, each containing just under 300 employees.

Our analysis of the Gender Pay Gap shows that as an organisation we employ more women than men overall and that more men are in our top quartile than any other quartile.

Although historically, more women occupy the lower paid roles within our schools, the top quartile suggests that women have access to senior positions within the Trust with 64% of females holding a position in the Upper Quartile compared to 36% of men.

Pay Quartiles

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male	27%	16%	25%	36%
Female	73%	84%	75%	64%

Source: CMBDC payroll and Beckfoot HR

Salaries

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.

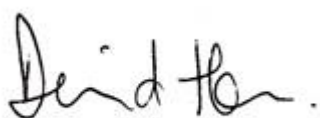
We are committed to addressing diversity in our Trust and we are approaching this in several ways. We recruit our employees based on their skills and qualities rather than their demographic characteristics.

Our ongoing initiatives include:

1. Improving access to Professional Development opportunities for all our employees unlocking work opportunities for everyone.

2. Encouraging 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.
3. Continuous Improvement of our recruitment and promotion process to ensure there is no prejudice and bias.
4. Reporting on progress in reducing pay gaps.

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
22 March 2018