

## Gender Pay Gap Report 2020

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 31<sup>st</sup> March 2020.

### Beckfoot Trust Written Statement

Beckfoot Trust is a Multi-Academy Trust employing 1333 staff in ten schools. There are 1041 (78%) female employees and 292 (22%) 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.

Our mission and values are inclusive. 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 and we are committed to addressing diversity in our Trust.

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
2020	21%	40%

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 2020. 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	15%	13%	31%	30%
Female	85%	87%	69%	70%

## What is driving our pay gap?

In 2020, the median hourly pay rate for women in the trust was £12.36, compared with £20.48 for men; in 2019 the median pay rate for women was £9.78, compared with £18.75 for men. The increase in women's average hourly earnings means that the gender pay gap (based on median hourly earnings) for all staff in Beckfoot Trust has narrowed between 2019 and 2020, from 48% to 40%. The mean gender pay gap remains the same, at 21%.

The national (Office for National Statistics) median gender pay gap for all employees was 15.5% in 2020 and the mean pay gap was 14.6%; for all staff working in education the median pay gap was 24.6%.

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
2020	3%	0%

### Non-Teaching Staff - Difference between Men and Women

	Mean	Median
2020	15%	2%

There is no median gender pay gap for teaching staff in the trust, which remains at zero. The median gender pay gap for support staff is small, at 2%.

The median gender pay gap for full time employees (teaching and support) was -3%, i.e. on average, female full-time employees earned slightly more than their male counterparts. The national (all employees) gap was 7.4%. The gender pay gap for part-time staff was zero; compared with a national gap of -2.9%.

The trust employs more women than men, approximately 3/4 of staff are female and female staff are much more likely to be employed on a part time basis than full time: 85% of part time staff are female, compared with 67% of full-time staff. This reflects the picture nationally.

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.

### How we intend to close the pay gap

Our approach to pay is gender neutral and the Trust is continuing to challenge any imbalance as a result of inherited cases within schools that join the Trust. We have in place job evaluation processes to ensure parity in roles and responsibilities across Beckfoot Trust.

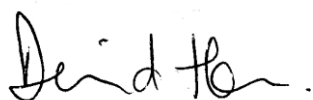
The Trust has collaborated with The Equal Group to deliver an Equality, Diversity and Inclusion (EDI) audit that will be a springboard to galvanise action and make sure EDI is embedded in all we do. Actions will include data driven analysis of recruitment, performance management and employee development opportunities.

We will implement data driven interventions. For example, we will break down staff data into separate groups, including types of role and patterns of working, to understand better how gender pay gaps manifest within an organisation.

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 staff including baseline EDI training and understanding unconscious bias to make sure our practices are inclusive.

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



David Horn  
15 April 2021