

# Gender Pay Gap Report 2021

## Introduction

This report sets out the Gender Pay Gap for Beckfoot Trust, explaining the key causes that are driving our pay gap and our plans to address it. Beckfoot Trust is committed to fairness and equal treatment of all members of staff. We recognise the value of the analytics, the insight it produces and the opportunity to challenge and build on best practice.

## Pay Gap v Equal Pay

Gender pay is not the same as Equal pay. Gender pay is a broad measure identifying differences in average (Mean) and the actual midpoint (Median) earnings between men and women regardless of the nature of their work. Equal pay means that men and women in the same employment performing equal work must receive equal pay, unless any difference in pay can be justified. This is the law and employers must follow it.

Our mission and values are inclusive. We are confident that we pay men and women the same for carrying out the same roles.

## Beckfoot Trust Written Statement

The data below shows the Gender Pay Gap at Beckfoot Trust at the snapshot date of 31<sup>st</sup> March 2021 and 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 at a glance

#### Difference between Men and Women

	Mean	Median
2021	18%	41%
2020	21%	40%
2019	21%	48%

Source: CBMDC Payroll, Beckfoot Trust HR

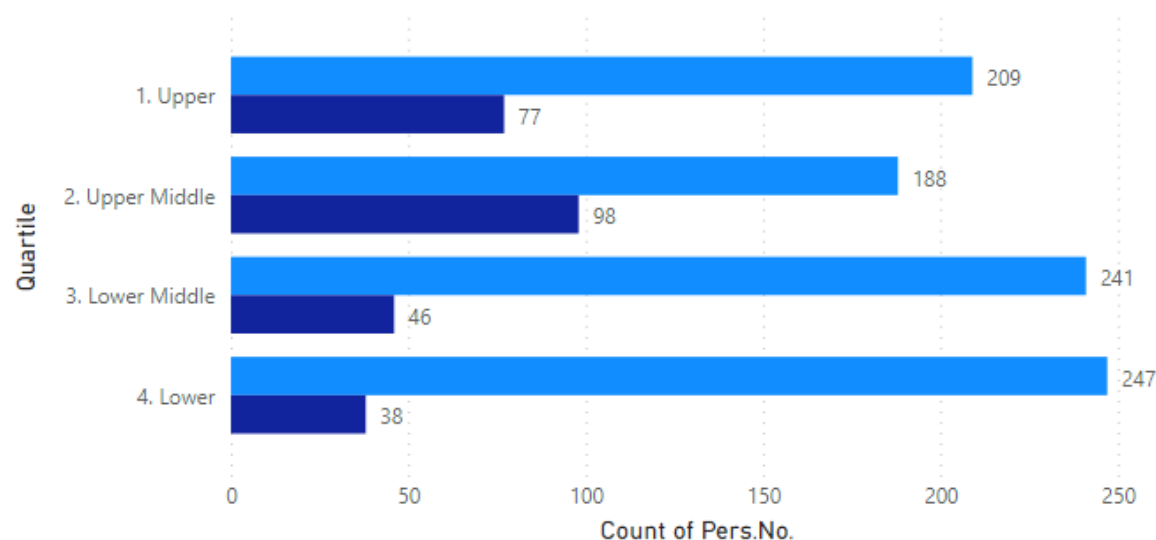
There is no material difference in closing the gap when compared to last year. There has been a 3% improvement when comparing mean hourly wages and a 1% increase in gap when comparing median hourly wages. No bonuses were paid to any employee during the reporting period.

## Beckfoot Trust Population by hourly pay quartiles

Overall Beckfoot Trust population is 1144 staffing roles across ten schools and a central team. There are 885 (77.4%) female employees and 259 (22.6%) male employees. Beckfoot Trust has a higher proportion of females in every quartile.

## Number of staff in each Quartile

Gender Key ● Female ● Male



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 Quartiles for 2021. 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.

## What is driving our pay gap?

The Gender Pay Gap can be attributed to three main factors:

- A higher percentage of women are working in lower paid roles (55%) compared to men (32%). This has the largest influence on the pay gap.
- Women are more likely to be working in part time roles. These roles are more common in the lower pay quartiles. 85% of part time staff are female.
- Beckfoot Trust employs more women than men, approximately 3/4 of staff are female (77%) but the proportion of women in support roles (63%) is greater than the proportion of women in teaching roles (37%). Average salaries for teaching roles tends to be higher.

Our in-depth analysis identifies 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.

You will see from the data below that when we examine the teaching and support staff categories who are paid differently under nationally set terms and conditions, the Gender Pay Gap is reduced.

**Teaching Staff - Difference between Men and Women**

	Mean	Median
2021	1%	0%

**Support Staff - Difference between Men and Women**

	Mean	Median
2021	15%	9%

There is no median Gender Pay Gap for teaching staff at Beckfoot Trust, which remains at zero. The mean gap has reduced from 3% to 1%.

There is no change to the mean Gender Pay Gap this year for support staff. There has been an increase to the median difference from 2% to 9%. This is largely attributed to male exam invigilators who fall into the lower quartile and were not in paid employment on the snapshot date.

## How we intend to close the pay gap

The current pay gap is unacceptable. Our ambition is to be gender neutral and we are committed to bringing about change and we will continue to challenge any imbalance.

Over the past year we have taken the following steps to address the gap:

- We have in place a job evaluation process to ensure parity in roles and responsibilities across Beckfoot Trust.
- We collaborated with The Equal Group to deliver an Equality, Diversity and Inclusion (EDI) audit that is a springboard to galvanise action and make sure EDI is embedded in all that we do.

Targeted action to focus on eradicating the Gender Pay Gap this year is to:

- Review our recruitment approach to ensure language, advertising and processes are appropriate for both genders. Our aim will be to help break down societal and sectoral factors that contribute to the gap.
- Consult with our EDI stakeholder group to develop and implement specific actions relating to recruitment, retention and progression.
- Analyse data from the annual staff survey by staff characteristics to determine whether there are specific barriers to some groups of staff remaining with and/or progressing within Beckfoot Trust and seeking solutions to the findings.
- The pay gap for secondary leadership is relatively high due to males disproportionately holding positions in these schools. We will therefore conduct a deep-dive into the causes of this and respond to the findings.
- Talent strategy – we will deliver high quality training to our staff including baseline EDI training and understanding unconscious bias to make sure our practices are inclusive. Develop and launch career progression routes and personalised support.
- Use data driven interventions to review the role of schools in understanding their local pay gap such as the gap between primary and secondary leadership and specific actions to increase the number of females into leadership roles.

- Use data driven interventions to 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.
- We will continue to review our policies and practices to ensure they are not contributing to the Gender Pay Gap, making appropriate improvements.

## Declaration

This statement confirms that the published information is accurate at the time of publishing.



Shirley Watson  
Chief Executive Officer  
March 2022