

Gender Pay Gap Report

Year ending 31 March 2024

Introduction

Gender Pay Gap legislation was introduced in April 2017 for employers with over 250 employees.

The Trust is required to report and publish on the following:

- Mean gender pay gap
- Median gender pay gap
- Proportion of males and females in each quartile band.

Statutory reporting is also required where bonus payments are made; however, this is not applicable to Beckfoot Trust.

Basis of calculation

Mean gender pay gap – the difference in average hourly rates between male and female colleagues. All hourly rates are added together and divided by the number of employees. We are required to report the difference between the two mean hourly rates, expressed as a percentage of the men's figure.

Median gender pay gap – this is calculated by ordering the hourly rates of pay for each male colleague and separately the same for female colleagues, from lowest to highest, and then comparing the middle value of each. We are required to report on the difference between the two median hourly rates, expressed as a percentage of the men's figure.

Pay quartiles – rates of pay and genders of all employees are placed in order of value and then divided into four equal sections (quartiles). We are required to report the proportion of men and women that are in each quartile, expressed as a percentage within each quartile.

Pay Gap v Equal Pay

Gender pay is not the same as Equal pay. The Gender Pay Gap may reveal some differences in pay, but this is not necessarily an equal pay issue as the reasons for differences in pay can be varied and legitimate.

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.

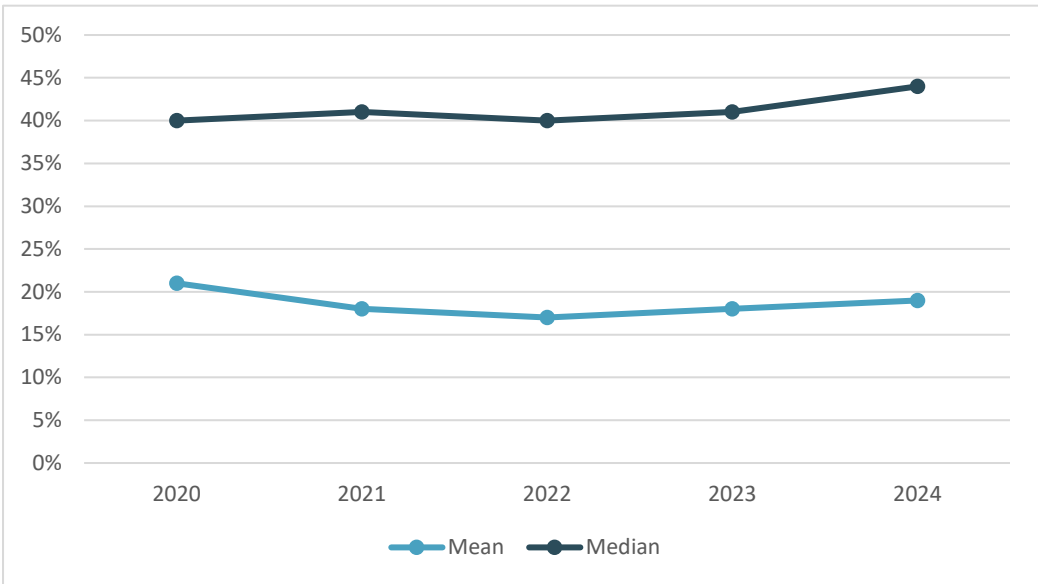
Equal pay means that men and women in the same employment performing equal work must receive equal pay, unless any difference in pay can be justified.

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

Gender Pay Gap at a glance

The data below shows the Gender Pay Gap at Beckfoot Trust at the snapshot date of 31 March 2024.

Difference between Men and Women		
	Mean	Median
2024	19%	44%
2023	18%	41%



The Gender Pay Gap for the UK in 2023 for all employees is reported by the Office for National Statistics be 14.3%.

The data has been sourced from our payroll providers as follows: 2023 CBMDC and 2024 Dataplan. It was then examined, prepared and calculations completed by Beckfoot Trust HR and Data teams.

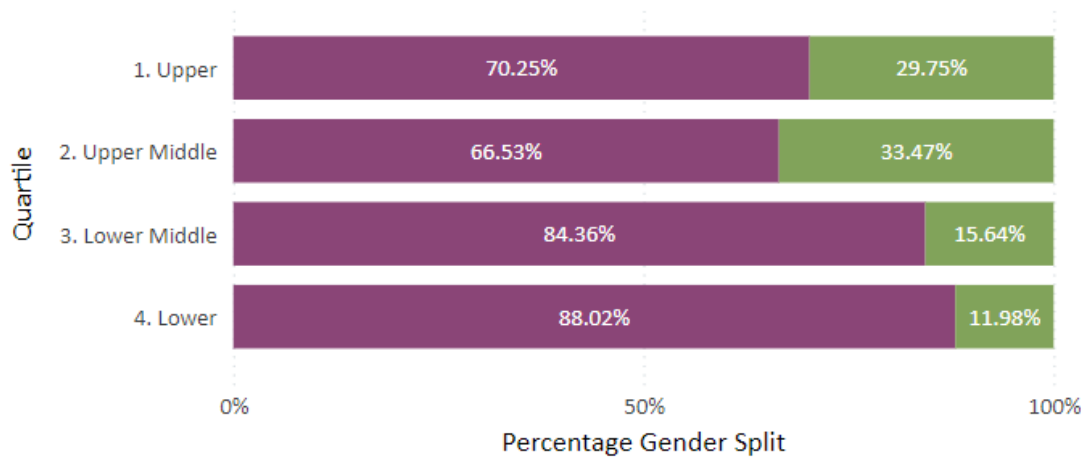
There is a slight widening of the gap compared to last year. This may, in part, be due to the change in the source of the data. A rigorous checking process has taken place to ensure that the correct data has been used and that the methodology used in carrying out the calculations and analysis is robust and in line with the guidance.

Beckfoot Trust Population by Hourly Pay Quartiles

Beckfoot Trust is made up of 10 schools (4 secondaries, 4 primaries and 2 special schools). For the purposes of calculating the gender pay gap, Beckfoot Trust has 969 full-pay relevant staffing roles across ten schools and a central team. From the data we can see that most of our workforce is female. There are 749 (77.3%) female employees and 220 (22.7%) male employees, and each quartile has a higher proportion of females.

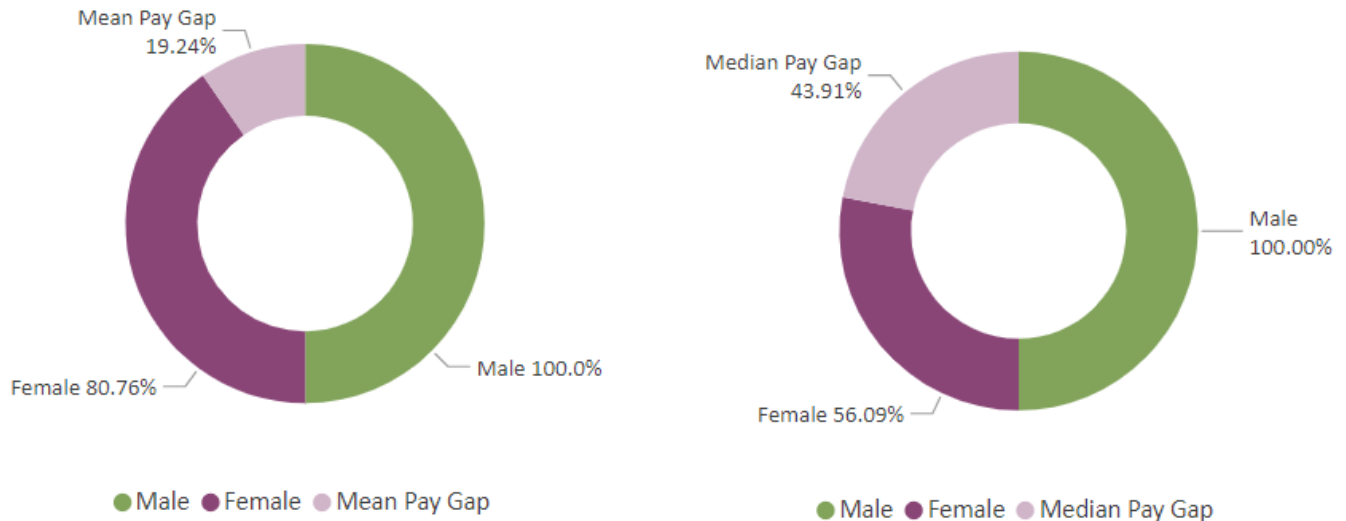
Percentage of staff in each Quartile

Gender Key ● F ● M



Although the data show there are more women than men in our lower paid roles, it also shows there are more women than men in higher paid ones too. There is a higher percentage of male employees in the Upper Middle and Upper Quartiles for 2024 compared to 2023. There is also a greater proportion of male employees in teaching roles (32% M) which are all in the top two quartiles, compared to support staff roles (17% M), 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 compared to men. This has the largest influence on the pay gap.
- Beckfoot Trust employs more women than men, approximately 3/4 of staff are female (77%) but the proportion of women in support roles (83%) is greater than the proportion of women in teaching roles (68%). Average salaries for teaching roles tend to be higher.
- Women are more likely to be working in part time roles. These roles are more common in the lower pay quartiles.

Our in-depth analysis identifies there are more female staff employed in support roles, such as teaching assistants, midday supervisors, cleaners and exam invigilators and these roles fall into 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.

Part-time working may drive the gender pay gap, however, it could arguably be a demonstration of equity (meeting need) as opposed to inequality.

You will see from the data below that when we examine the teaching and support staff categories separately (as they are under different nationally set terms and conditions), the Gender Pay Gap is reduced.

It is worth noting the make-up of the schools in our Trust when looking at our figures in comparison to other MATs and the education sector more widely. Beckfoot Trust has 4 primary schools and 4 secondary schools and 2 specials schools. This compares to figures in England of 16,769 primary schools, 3,448 secondary schools and 1,044 special schools (approx. 5:1 ratio of primary to secondary). According to education workforce data, the proportion of male teacher is higher in secondary schools (35%) compared to primary schools (14%) and special schools (25%). Special schools have a higher ratio of support staff to teachers.

Teaching Staff - Difference between Men and Women		
	Mean	Median
2024	-2.2%	0%
2023	1.6%	-0.3%

Support Staff - Difference between Men and Women		
	Mean	Median
2024	10.2%	9.6%
2023	11.5%	3.5%

There is no median Gender Pay Gap for teaching staff at Beckfoot Trust, which is very similar to last year, and there has been an improvement in the mean which now indicates a negative gap with female teachers paid more than males.

There is a small improvement to the mean Gender Pay Gap this year for support staff (reduction of 1.3% points to 10.3%) but an increase to the median difference from 3.5% to 9.6%. When looking at the distribution of female support staff this year compared to last year, 86% are in the lowest 2 quartiles compared to 83% last year whereas the distribution of male support staff is broadly similar, and this change of distribution will have increased the median gap between male and female employees.

Actions to narrow the gap

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. Our ambition is to be gender neutral, we are committed to bringing about change and we will continue to challenge any imbalance.

Current actions:

- All staff, regardless of role or gender can request flexible working in line with our policy.
- Recruitment advertising ensures there is clarity of salary ranges on offer for each role, including where salaries are negotiable.
- Benchmarking of support staff salaries through periodic market reviews to ensure they remain competitive.
- Structured interviews are always used with candidates being asked the same questions in a pre-determined format.
- Interview questions are always competency based, and the responses are scored.
- Job evaluation process in place to ensure parity in roles and responsibilities across our Trust.
- In addition to school based inset days, we have a Trust CPD Day, and professional learning is promoted to all employees through a range of mediums.
- A common pay scale for all support staff, adhering to the national NJC pay awards.
- A common pay scale for all teachers, adhering to the national pay awards.
- Unconscious bias training provided to executive leaders and headteachers.

Further actions:

- Promote flexible working at all stages of the employee lifecycle.
- Continue to offer flexible leadership roles wherever possible.
- Continue to review all our policies through an EDI lens to ensure they are not contributing to the Gender Pay Gap, making appropriate improvements.
- Encourage candidates from genders not typical to the role to apply.
Deliver high quality training to our staff including baseline EDI training and understanding unconscious bias to make sure our practices are inclusive.
- Continue 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.
- Reviewing and extending advertising methods to ensure roles, our schools and our Trust are attractive to a wide-ranging audience.

Declaration

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

Shirley Watson
Chief Executive Officer
March 2025