

SNAPSHOT DATE: 31 MARCH 2020

Difference in mean and median hourly rates of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference male to female	20.83	20.30

Difference in mean and median bonus pay

	Difference in the mean bonus pay	Difference in the median bonus pay
Pay gap. % difference male to female	-24.95	-53.86

Proportion of male and female employees who were paid bonus pay

	PROPORTION RECEIVING A BONUS
Male employees (% paid a bonus compared to all male employees)	6.00
Female employees (% paid a bonus compared to all female employees)	3.31

Proportion of male and female employees according to quartile pay bands

	QUARTILE 1 (LOWER)	QUARTILE 2. (LOWER MIDDLE)	QUARTILE 3 (UPPER MIDDLE)	QUARTILE 4 (UPPER)
Male (% males to all employees in each quartile)	13.58	13.75	16.05	18.75
Female (% females to all employees in each quartile)	86.42	86.25	83.95	81.25

SUPPORTING STATEMENT

I confirm that the information published here is accurate.

15.5% of our employees are male and 84.5% of our employees are female

BPET is an equal opportunities employer. Our commitment to Equal Opportunities is supported by our Equality and Diversity and all our employee policies

Signature: 

Date: ...30 March 2021.....

Status/position:Chief Executive, Bellevue Place Education Trust.....

SUPPORTING NARRATIVE

BPET makes reference to the School Teachers Pay & Conditions Document for teaching staff and the NJC scales for support staff. As a primary academy trust, we recognise that the majority of our staff are female and that from the analysis, earn less on average, than male colleagues. Our schools are spread geographically and some schools attract a higher rate of London Weighting, which may impact on the hourly rate. We have centralised a pay policy and performance management policy and any increase in salary is reviewed by a Remuneration Committee to ensure parity across BPET. We also ensure that our job roles are evaluated to ensure fair pay in each role and advertise each job with no gender bias.

Executive Leaders and the BPET Board review more detailed understanding on the gender pay differences and have reviewed the pay difference for four roles across BPET with the highest number of employees. The analysis found the following gender pay gap:

- **Headteachers** – have a **-27.2%** between male and female Headteacher. From the seven on our payroll, a negative figure due to BPET female Headteachers earning on average more per hour than their male counterparts. At this time, we have only one male Headteacher of a school based outside of London, who is inexperienced in the role. The salary is lower compared to a 2 form entry school in Inner London.
- **Deputy/Assistant Headteachers** – have a **4.7%** pay gap difference than their male counterparts. Female staff within this leadership group earn on average 3.84% less per hour than their male counterparts.
- **Teachers** – have a **-12.1%** pay gap difference. Amongst the teaching staff, females earn on average 12% more per hour than their male counterparts. 86% of BPET teachers are female compared to 14% male teachers which could be a reason for the percentage being negative, especially when taking into consideration the geographic distribution of BPET schools which would impact on salary due to London Weighting.
- **Learning Support/ Teaching Assistants** – have a **-10.2%** pay gap difference. Female staff in this category earn 10% more per hour than their male counterparts. There are few male TAs in the BPET schools and are often less experienced than their female counterparts, but not in all cases.

The minus figures for the bonus figures means that more female staff received a bonus compared to male staff as at the time 7 of our 8 schools have female Headteachers and only Headteachers and the Central Team are eligible for bonuses based on performance.