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## **2021 Gender Pay Gap Reporting**

Bellevue Place Education Trust (BPET) is required to publish annual pay reports regarding gender and differentials in pay for men and women.

BPET is wholly committed to equal pay for equal work and equality of opportunities in the workplace. However, there are occupational groups that exist within our workforce that have historically attracted more female staff than male staff.

As a result, within our lower paid professions women are significantly overrepresented. These groups include: Cleaning Staff, Midday Supervisors, Teaching Assistants, Office/Administration roles and Apprentices. This overrepresentation of female staff in these roles significantly impacts upon our gender reporting.

We are committed to closing the Gender Pay Gap and we will continue to pursue policies that support this objective.

A rectangular box containing a handwritten signature in black ink, which appears to read 'Mark Greatrex'.

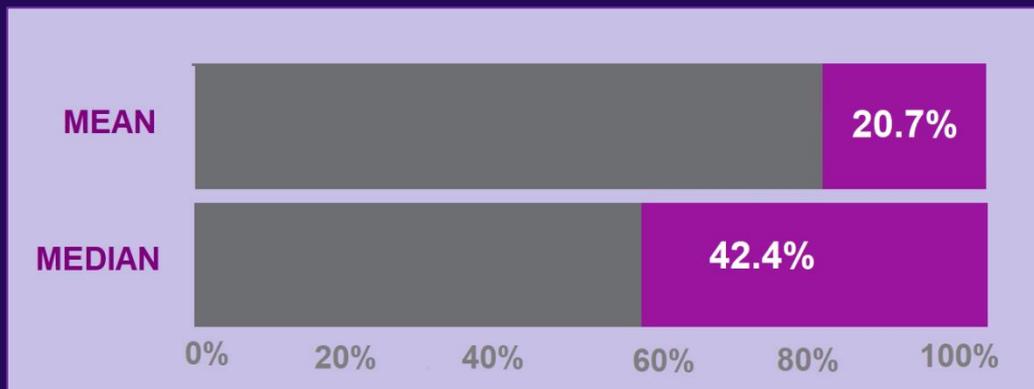
**Mark Greatrex**

**Chief Executive Officer**

## Difference in Hourly Rates - 31st March 2021

The analysis of hourly rates of pay shows that there are gaps in hourly rates of pay.

This is explained by the fact that our lower paid professions are in the majority, held by women.



Women's mean hourly rate is **20.7% lower** than men's.

When comparing mean hourly rates, women earn **79.3p** for every **£1** men earn.

Women's median hourly rate is **42.4% lower** than men's.

## Bonus Payments - 31st March 2021

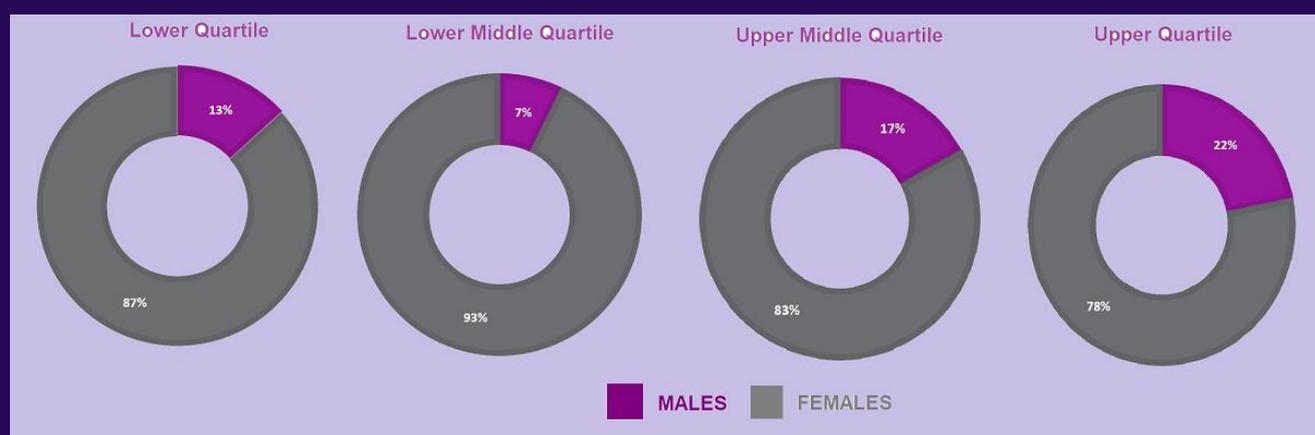
During the reporting period, the proportion of males that received a bonus was **8.1%** and the percentages of females was **3.2%**.

The mean difference was **38.6%** and median difference in bonus pay was **-65.4%**.

This is out of a workforce population of approximately 331 employees.

## Pay Quartiles - 31st March 2021

The image below shows the gender distribution at Bellevue Place Education Trust when colleagues are placed into four equally sized quartiles.



Females are the greatest percentage in each quartile.

The mean gender pay gap for 2021 was **20.7%** compared with **20.8%** in 2020.

The median gender pay gap for 2021 was **42.4%** compared with **20.3%** in 2020.

We remain committed to continuing to close the gender pay gap.

## Teaching and Support Staff - 31st March 2021

To understand our pay gap in more detail, we have conducted a more detailed analysis, looking into the gaps in Teaching and Support Staff.

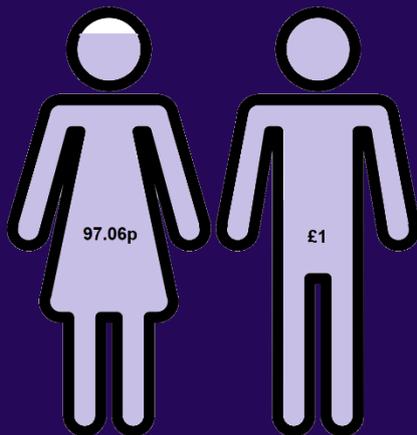
The findings of this analysis are shown on the next few pages.

### Headline Figures – Headteacher



The diagram shows that our female employees mean hourly rate is **11.5% more** than men's - this equates to **£1.11p** for every **£1**.

### Headline Figures – Deputy Headteachers



This diagram shows our female employees earn **2.9% less** than men. This equates as women earning **97.06p** for every **£1** male employees earn.

## Headline Figures – Teachers



This diagram shows our female employees earn **2.4% more** than men. This equates as women earning **£1.03p** for every **£1** male employees earn.

## Headline Figures – Support Staff



This diagram shows our female employees earn **2.2% more** than men. This equates as women earning **£1.02p** for every **£1** male employees earn.

## Summary

Despite this success, we still have obstacles that restrict many women. There has been a change in the gender composition of the Headteachers across the Trust and this has had an impact on the gender pay gap figures, and, although female employees do earn more than male employees, the gap has reduced. This is the same picture for teaching staff.

For Deputy Headteachers, male employees still earn more than female employees but this gap has reduced from a mean gender pay gap of **4.7%** in 2020 to **2.9%** in 2021.

This demonstrates that men are over represented in the upper quartiles and under -represented in the lower quartiles. This is a reflection of the traditional career structures of staff in Midday Supervisor, Cleaning, Teaching Assistant and Apprenticeship roles being dominated by women.

Men are over represented in the teaching roles and more men are in the higher quartiles than previously.

## Conclusion

As a Trust, **94%** of our staff are female. We recognise that there is more to be done in the equality of pay and propose to do the following:

- As we recruit, we will focus on ensuring there is a gender blend for employees in the lower paid roles, like TAs, office staff and support roles, as well as our constant push for more male teachers and leaders in primary settings.
- We will also review our CPD programmes and whether we can give a focus on potential positive discrimination for female and ethnic employees to be in the best position for career enhancements.

## 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 vary in size and are spread geographically. Some schools attract a higher rate of London Weighting, which may impact on the hourly rate. We have trust wide pay policy and performance management policy and any increase in salary is reviewed by a Remuneration Committee, made up of Trustees, 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.

We also believe in continued professional development for staff and run a comprehensive development programme including apprenticeship courses. We currently have 29 apprentices in a range of roles. On the snapshot date BPET employed 331 compared to 303 staff in 2020, 282 females up from 261 and 49 males up from 42. The data includes any staff employed by BPET on that date and covers a range of different job roles from Headteachers to cleaners and lunchtime supervisors. Some staff are paid the minimum wage. The report also includes apprentices and consultants who are self-employed. The figures exclude casual employees and those who did not state a gender.

Bonus calculations were based on any employee receiving a bonus payment in the preceding 12 months. It should be noted that in general women are more likely than men to have breaks from work and that may have affected their career progression and women are more likely to work part time.

### Mean and Median hourly rates

As the purpose of the report is to compare women's pay against men's pay the figures required as expressed as a percentage of the men's pay.

The female mean hourly rate is negligibly different when compared to last year's figure and has remained at approximately 21% of the male mean hourly rate. The median figure shows a high percentage change from 20.30% last year to 42.40% this year. The actual median hourly rate for 2021 is £25 for men and £14.40 for women compared to £17.58 for men and £14.01 for women in 2020.

In 2020/2021 BPET had 62 new starters, as BPET schools grow to full capacity more staff are recruited and it is possible that these staff are in lower paid roles such as cleaners and lunchtime supervisors and this has impacted on the median figures. We also have a number of apprentices who are paid the associated apprenticeship rates. The lower paid part time roles do attract women as this gives flexibility with childcare and also supports returning to work following having a family. BPET took over a nurse through TUPE transfer and the staff who are all female are paid on the national minimum wage. The figures also include 21 self-employed consultants.

### Bonus payments

Bonus payments are made to staff based on eligibility and performance. Only a small proportion of staff are eligible for a bonus. The statutory figures ask that bonuses are calculated as a portion of the number of employees and BPET employs more females compared to males. The calculations for bonus statistics take into account all female employees and not just those eligible for a bonus payment. This year saw some changes in the gender of Headships following recruitment. The central team has also seen some changes in the male/female team composition. The proportion of male

and females has also changed with a 2% increase in the proportion of males compared to the previous year.

The biggest change is in the mean bonus figure which has changed from a negative figure to a positive figure, meaning that the mean bonus payment to men was higher this year when compared to that of females. This may be due to the change in staffing resulting from recruitment and a reduction in the level of bonuses being paid when compared to last year.

Any bonus payments are subject to meeting performance management targets and are considered by the Remuneration Committee, made up of a number of Trustees, to ensure parity across the BPET schools. The Remuneration Committee will consider the Gender Pay Gap Report findings when deciding on bonuses to avoid any bias.

## Quartiles

There has been a change in the distribution of male and female employees across the quartiles compared to last year. There is an increase in the number of females in the lower and lower middle quartiles especially when compared to the male employees. The percentage of females in the upper quartile has also gone down. Braywick Court School took over a nursery by TUPE transfer and all staff are on the national living wage and all are female so this may have impacted on the figures.

The majority of lower paid roles within BPET are carried out by females: Lunch time supervisors; cleaners, nursery staff. Of all the staff employed in the lower quartile, 11 are male and 72 are female.

All job vacancies within BPET are advertised and we have a comprehensive professional development programme offered to all staff. BPET will continue to monitor the data and promote development opportunities for staff through apprenticeship training and secondment opportunities.

## Role comparison

In addition to statutory requirements, Executive Leaders and the BPET Board have reviewed a more detailed analysis of employee data to include the gender pay gap for four roles across BPET. When analysing the data, it is important to remember that BPET schools are geographically spread so the salary scales for the same roles do vary.

The analysis found the following gender pay gap:

- **Headteachers** – have a **-11.52%** pay gap between male and female employees. From the eight Headteachers on our payroll, the negative figure is due to BPET female Headteachers earning on average more per hour than their male counterpart. This figure is lower than last year (**-27.2%**) as there has been a change in staff. BPET now employs 3 male Headteachers, whereas previously it was 1.
- **Deputy/Assistant Headteachers** – have a **2.94%** pay gap difference compared their male counterparts. This is a decrease when compared to last year's figure **4.7%**. This figure indicates that male deputies are still being paid more than their female counterparts but that there has been a reduction in the difference.
- **Teachers** – have a **-2.36%** pay gap difference compared to **-12.1%** from last year. From the 103 teachers employed by BPET, **83%** are female compared to **17%** male and there is an increase in the number of male employees from last year. This change in the number of

male teachers compared to female could account for the reduction in the pay gap difference.

- Learning Support/ Teaching Assistants – have a **-2.17%** pay gap difference compared to **-10.2%** from last year which indicates that female employees are paid more than male employees and that this gap has closed since the snapshot data last year.