

## Gender Pay Gap Reporting 2018-19

### Introduction

This report shows the difference in the average pay between all men and women across our workforce. It is different to equal pay, which is the difference between men and women who do the same job and role in the workforce. BDAT is an equal pay employer, subject to the requirements of TUPE transfers.

The snapshot date for Bradford Diocesan Academies Trust (BDAT) was 31 March 2019. The data required under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 is as follows:

	2019		2018		Variance	
Average gender pay gap as a mean average between genders	Women are 19.28% lower		Women are 17.89% lower		1.39 percentage points (7.77%)	
Average gender pay gap as a median average between genders	Women are 36.27% lower		Women are 35.21% lower		1.06 percentage points (3.01%)	
Average bonus gender pay gap as a mean average	NA		NA		NA	
Average bonus gender pay gap as a median average	NA		NA		NA	
Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment	No bonus payments made		No bonus payments made		No bonus payments made	
Proportion of males and females when divided into four groups ordered from highest to lowest pay						
Top Quartile	Female 73.58%	Male 26.42%	Female 67.99%	Male 32.01%	Female +5.59%	Male -5.59%
Upper Middle Quartile	Female 72.85%	Male 27.15%	Female 71.95%	Male 28.05%	Female +0.9%	Male -0.9%
Lower Middle Quartile	Female 86.02%	Male 13.98%	Female 79.21%	Male 20.79%	Female +6.81%	Male +6.81%
Lower Quartile	Female 84.64%	Male 15.36%	Female 90.10%	Male 9.90%	Female -5.46%	Male +5.46%

### Gender Pay Gap Narrative

The Trust has grown since the previous report. For the 2018 report there were 13 schools (four secondary, nine primary) and a total of 1212 staff (937 female, 275 male – 77.3%/22.7%). As of 2019, the Trust had 17 schools (four secondary, 13 primary) and a total of 1486 staff (1178 female, 308 male – 79.3%/20.7%) which equates to an increase of 22.6% in staffing numbers (274 staff in total, 241 female, 33 male – 88.0%/12.0%). The addition of four primary schools with predominantly female staff has therefore altered the Female:Male ratio. The number of staff includes those on casual contracts who, on the census date, were on pay roll but not receiving any pay.



**Bradford Diocesan  
Academies Trust**

The mean average pay gap between men and women has increased by 1.39 percentage points (which equates to 7.77%) since the 2017/18 report. This reflects the addition of the four new primary academies with predominantly female staff.

The demographic of the employees is that 79.3% (2018 - 77.31%, 2017 - 76.7%) of the workforce is female, and that there is a substantial skew in lower salaried jobs which are historically and predominantly occupied by females.

In primary schools the percentage of females to males is in the order of 81.2%:18.8% (secondary schools 77.2%:22.8%). A significant number of the female posts are support posts which attract lower salaries. Females and males are paid at the same rate for the same work on standard scales. The fundamental reason therefore for the identified gender pay gap is the disparity in proportion between female and male in term-time only, part-time, lower paid roles in schools such as lunchtime supervisors and teaching assistants.

The reason for the increase in the mean and median averages gender pay gap is because of the increase in female staff in the Trust due to the conversion of four primary schools to academies in BDAT.

BDAT is committed to ensuring that all staff receive equal pay for equal work regardless of gender. Teaching staff are remunerated on an incremental pay scale that rewards them for their professional performance, wider contribution to the academy and their level of experience. Support staff pay is determined via a process of job evaluation and is regularly reviewed and benchmarked on a national and local basis to ensure that pay correctly reflects the value and complexity of the work undertaken. Male and female staff at BDAT are treated equally on appointment and throughout their careers at BDAT.

**Carol Dewhurst**  
Chief Executive Officer and Accounting Officer

**Peter Thompson**  
Chief Operating Officer