

Gender Pay Gap: 2022-2023 Reporting Year

Introduction

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, and as an employer with over 250 employees, Bradford Diocesan Academies Trust (BDAT) is required to measure and report on the gender pay gap in the organisation. The data snapshot date is 31 March 2022.

Under the Regulations there is a requirement to report on the following six measures:

- Mean gender pay gap in hourly pay.
- Median gender pay gap in hourly pay.
- Mean bonus gender pay gap (if relevant).
- Median bonus gender pay gap (if relevant).
- Proportion of males and females receiving a bonus payment (if relevant).
- Proportion of males and females in each pay quartile.

An explanation of the reporting requirements

Mean gender pay gap

The difference in average hourly rates of pay between male and female colleagues. All hourly rates are added together and divided by the number of employees. The regulations require us to report the difference between the mean hourly rate of men compared to the mean hourly rate of women, expressed as a percentage of the men's figure.

Median gender pay gap

This is calculated by ordering from lowest to highest the hourly rates of pay for each male colleague and, separately the hourly rates of pay for each female colleague and comparing the middle value of each. The regulations require us to report the difference between the median hourly rate for men compared to the median hourly rate for women, expressed as a percentage of the men's figure.

Pay quartiles

Rates of pay are placed into a list in order of value and the list is divided into four equal sections (quartiles). Each quartile will contain the same number of individuals. The regulations require us to report how many men and how many women are in each pay quartile, expressed as a percentage within each quartile.

Bonus

The regulations also require us to publish the same measures as above on bonus payments.

Gender pay gap vs equal pay

Although equal pay and the gender pay gap look at differences between women's and men's pay, they are two different issues and this needs to be remembered when reading this report.

Equal pay is the legal obligation under the Equality Act 2010 that requires employers to give men and women equal pay if they are employed to do like work. Failing to pay a woman the same pay as a man for doing the same job is likely to be unlawful, whereas having a gender pay gap is not.

New regulations were introduced in 2017 which mean that employers are required to report on statistical measures of gender pay on the snapshot date of 31st March each year for employers with more than 250 employees.

The gender pay gap measures the difference between men and women's average pay. All roles across the organisations are included in calculating the average earnings figure and it is expressed as a percentage of earnings.

Having a gender pay gap does not automatically mean that there is an equal pay issue within an organisation. There are a number of reasons for a gender pay gap, for example, a gender imbalance in the different levels of roles or if particular types of role are dominated by a single sex.

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.

BDAT is an equal pay employer, subject to the requirements of TUPE transfers.

Gender pay gap data

BDAT is an academy trust, which in March 2022 was made up of a family of 17 schools in Bradford (4 secondaries and 13 primaries). Two additional schools have joined since March 2022, creating a family of 19 schools (4 secondaries, 14 primaries and one all-through school). The Trust employs all staff, including a small central team which supports areas such as Finance, Operations, Governance and School Improvement. We employ over 1,400 staff and a total of 1,367 relevant employees were included in the report.

	2022		2021		Variance	
Average gender pay gap as a mean average between genders	Women are 24.67% lower		Women are 24.75% lower		-0.08 percentage points (-0.32%)	
Average gender pay gap as a median average between genders	Women are 40.79% lower		Women are 46.24% lower		-5.45 percentage points (-11.79%)	
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						
Upper Quartile	Female 73.90%	Male 26.10%	Female 70.96%	Male 29.04%	Female +2.94%	Male -2.94%
Upper Middle Quartile	Female 79.53%	Male 20.47%	Female 74.33%	Male 25.67%	Female +5.20%	Male -5.20%
Lower Middle Quartile	Female 86.55%	Male 13.45%	Female 86.83%	Male 13.17%	Female -0.28%	Male +0.28%
Lower Quartile	Female 88.30%	Male 11.70%	Female 88.62%	Male 11.38%	Female -0.32%	Male +0.32%

Gender Pay Gap Analysis

In the last year of BDAT's "Growth to Great" strategy, in March 2022 the Trust remained at a family of 17 schools. There was a total of 1,367 staff included in these calculations, 1,121 female (82%), 246 male (18%).

At the snapshot date of 31 March 2022, men and women received average hourly pay of:

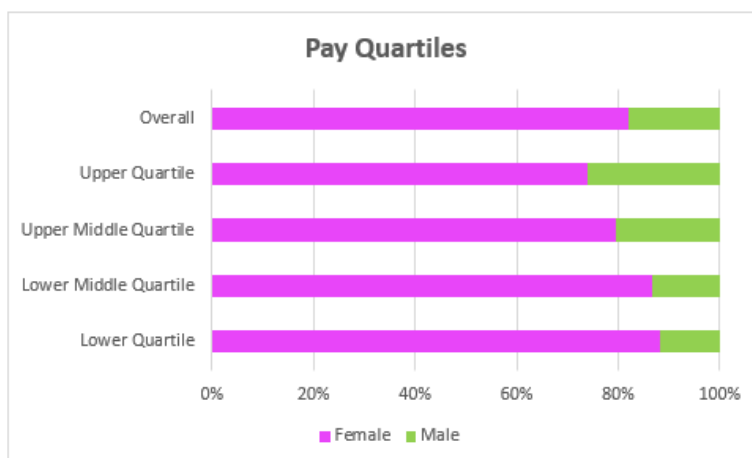


This results in a mean gender hourly pay gap of 24.67%

This results in a median gender hourly pay gap of 40.79%

Mean Hourly Pay	£25.33	£19.08
Median Hourly Pay	£21.82	£12.92

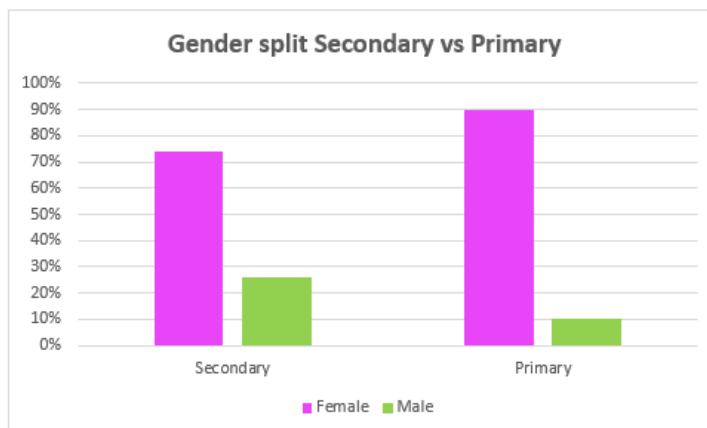
From the graph, we can see that most of our workforce is female (82%). We can also see how women and men are distributed across the pay quartiles and this shows that men are more highly represented in the upper two quartiles, with only 11.7% of men in the lower quartile. This distribution is the reason for the median hourly rate being 41% higher for males.



There is a substantial skew in lower salaried jobs which are historically and predominantly occupied by females.

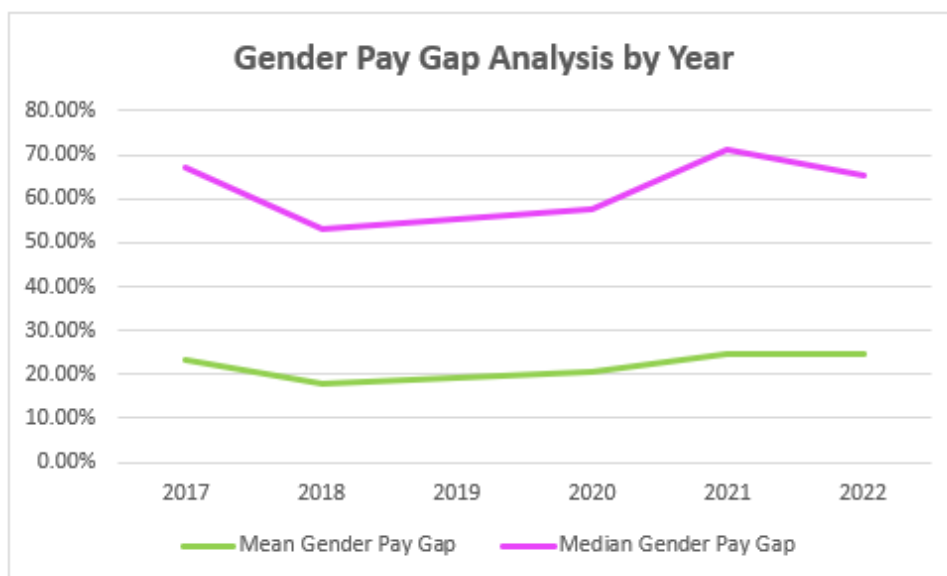
In primary schools the percentage of females to males is higher compared with secondary schools.

A significant number of the female posts in primary schools are support posts, which attract lower salaries. The high proportion of women occupying support roles is representative of the flexibility for part time working, which are usually preferable or accommodating to women.



Education inherently has a higher proportion of women across all positions. The 'Gender Pay Gap in the UK' report (ONS 2020) shows that 79% of primary and nursery education roles, 62% of secondary education roles and 90% of education support roles are occupied by women. The School Teacher Workforce published June 2022 shows that 69.4% of Headteachers were female. BDAT sits above that, with 71% of schools having a female Headteacher.

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 graph above shows that although in 2018, both our mean and median gender pay gap reduced, they have slowly increased and 2021 was the highest percentages reported by BDAT. This is a trend seen across organisations, as general inflationary increases in line with the NJC and Teacher pay scales widen the gap between higher and lower paid.

In 2022, both the mean and median gender pay gap reduced slightly within BDAT. This is largely due to the Teacher pay freeze in 2021/22, whereas support staff had a pay increase which was weighted towards the lower end of the scale. This reduced the gap between the lowest and highest earners.

We have benchmarked our mean and median gender pay gap at March 2022 against other multi-academy trusts who have a similar mix of primary and secondary schools, as well as having 1000-4999 employees.

The data highlights that Trusts of a similar size and nature to BDAT, are reporting similar mean and median pay gaps in 2022.

Actions to narrow the gap

Inclusion is one of BDAT's five shared values which guide how we operate and support each other. We are committed to ensuring all BDAT staff and students are treated equitably and fairly.



Achieving gender diversity within the workforce remains a challenge, as education and particularly certain roles, have a national gender imbalance. We are aware of the positive impact that having a balanced and diverse workforce has and as we strive to educate our students on a fair and equitable future, we are committed to taking further action to narrow the gap.

Current actions

We have reviewed the 'Evidence-based actions for employers' Report issued by the Government Equalities Office and have already implemented the following:

- Using skill-based assessment tasks in the recruitment for leadership roles, as well as formal interviews.
- Having standardised criteria to meet during the recruitment process, to ensure responses are comparable and reduce unconscious bias.
- Having structured interviews that ask the same questions of all candidates in a predetermined format.
- Ensuring the salary ranges on offer for a role are clearly stated and where applicable, it is also made clear where salaries are negotiable. Studies have found women are less likely to negotiate pay and when made aware of the range, they are more likely to closely match the salaries of men.
- Ensuring there are transparent processes, policies and criteria in relation to pay awards and promotion, which are objective, and evidence based.
- Updating our equality and diversity policy in place, with clear objectives to ensure opportunities are available for everyone, whether they have a protected characteristic or not.
- Ensuring gender is removed from applications before shortlisting and kept in an anonymised format.
- Ensuring unconscious bias training is provided to staff as part of the induction programme.
- Having a flexible working policy, in which all staff regardless of role or gender, can request flexible working after 26 weeks of continuous service.

Further actions

BDAT are committed to doing what we can to narrow the gender pay gap, however there are cultural and systemic biases in place that are outside of the employer's control.

Further actions that we will take to narrow the gap are:

- Encouraging applicants from genders not typical to the role to apply.
- Continue to offer more flexible leadership roles wherever possible, to encourage women to apply.
- Promoting our BDAT People offer to focus on internal promotion and retention, by offering training and development to all our workforce.
- Actions within the 2022-2025 BDAT strategy to become an employer of choice and increase the selection pool during recruitment, to ensure we have a diverse and quality shortlisting.
- Investment in our recruitment processes including a standardised "BDAT Recruitment Toolkit" and adoption of My New Term software, to ensure all schools follow the same processes.

Carol Dewhurst
Chief Executive Officer and Accounting Officer

Ashley Reed
Chief Financial Officer