

Gender Pay Gap Report - 2018

1.0 Introduction

From April 2017, all organisations that employ over 250 employees are required to report annually their gender pay gap¹. The gender pay gap is defined as the differences in the average earnings of men and women over a standard period of time, regardless of their role seniority.

2.0 Context

Within Blessed Edward Bamber Catholic Multi Academy Trust employees are remunerated according to set pay scales; posts are regularly reviewed and agreed by employee representatives through a formal job evaluation system.

The Trust is committed to eliminating discrimination and encouraging equality and diversity in our workforce.

The gender pay gap is a measure of any disparity in pay between the average earnings of male and females.

This analysis looks at the gender pay differences within the Trust, focusing on the overall pay difference between the male and female workforce. This figure is significantly affected by the employment of more females so it also looks deeper into pay to determine if there are any true pay inequalities across the workforce. A positive pay gap indicates that men are paid more; a negative pay gap indicates that women are paid more.

What are we required to report?

Mean gender pay gap	The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
Median gender pay gap	The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
Mean Bonus Gap	The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees
Median Bonus Gap	The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees
Quartile pay bands	The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands

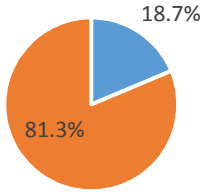
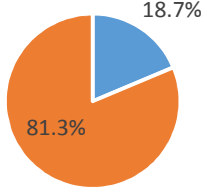
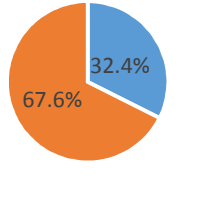
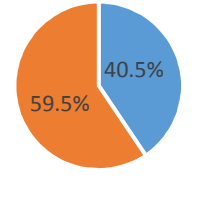
The overall gender pay gap is defined as the difference between the median (actual midpoint) or mean (average) basic annual earnings of men and women expressed as a percentage of the median or mean basic annual earnings of men.

3.0 Data

Blessed Edward Bamber Catholic Multi Academy Trust Pay Gap - Based on a snapshot date of 31st March 2018.

¹ Under the Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Given the differing terms and conditions of teaching and non-teaching staff we are publishing separate data sets for the mean and median gender pay gap for these groups of staff.

1	Mean Pay Gap	Overall = 21.87% Teaching staff = 13.43% Non-Teaching staff = 12.86%	
2	Median Pay Gap	Overall = 25.15% Teaching staff = 7.00% Non-Teaching staff = 21.10%	
3	Mean bonus gender pay gap	Blessed Edward Bamber Catholic Multi Academy Trust does not operate any bonus scheme and therefore has no bonus gender pay gap.	
4	Median bonus gender pay gap		
5	Proportion of males /females receiving a bonus payment		
6 Proportion of males and females in each quartile pay band			
<p style="text-align: center;">Quartile 1 - Lowest</p>  <p style="text-align: center;">■ Male ■ Female</p>		<p style="text-align: center;">Quartile 2</p>  <p style="text-align: center;">■ Male ■ Female</p>	
<p style="text-align: center;">Quartile 3</p>  <p style="text-align: center;">■ Male ■ Female</p>		<p style="text-align: center;">Quartile 4 - Highest</p>  <p style="text-align: center;">■ Male ■ Female</p>	

4.0 Findings

The results show that for our Teaching staff, the data is skewed by a small group of relatively high earners resulting in a much higher mean pay gap in comparison to the median pay gap. This reflects that there are more males (11) in higher paid senior roles than there are females (9).

In contrast, for our Non-Teaching staff the median pay gap is higher than the mean pay gap. This reflects the distribution of pay for males being concentrated in a more narrow range in comparison to the distribution of pay for females.

5.0 Comparison to last year

The median pay gap has reduced from 27.45% to 25.15%, however, the mean pay gap has increased slightly from 20.81% to 21.87%. This is from an increase in the number of female non-teaching staff, largely in the lower pay bands, and a slight reduction in female teaching staff, largely in the higher pay bands.

6.0 Actions as a result

We have put into place effective gender monitoring including measures of recruitment proportions of men and women at application and appointment, the number of men and women in each pay band and the proportion of women still in post a year after a return to work from maternity leave. There are positive numbers at recruitment, see below, and those coming back to work from maternity but we acknowledge there is more to be done to encourage more women to progress into more senior roles.

Recruitment by Gender

Post	Applications from Men	Applications from Women	Shortlisted Men	Women Shortlisted	Appointed Men	Appointed Women
Teaching Posts	24%	76%	20%	80%	20%	80%
Middle Leadership	0%	100%	0%	100%	0%	100%
Senior Leadership	37%	63%	38%	63%	33%	67%
Support Posts	14%	86%	14%	86%	9%	91%
Total	21%	79%	18%	82%	16%	84%

Over the next year, we will encourage more women into leadership roles and onto existing leadership programmes. Data on those undertaking leadership programmes will be monitored to inform future actions.

As these are actions with long term results, we expect a positive outcome within the next 3 to 5 years.

6.0 Agreement

I confirm that Blessed Edward Bamber Catholic Multi Academy Trust is committed to the principle of gender pay equality and has prepared its 2018 gender pay gap results in line with mandatory requirements.

Signed:

Stephen Tierney, Chief Executive Officer

Publication Date: 22nd March 2019