

What is gender pay gap reporting, and what does it mean?

What is gender pay gap reporting and what is being published?

Changes to the Equality Act, which came into force on 6 April 2017, made it compulsory for companies in Great Britain (but not Northern Ireland) with more than 250 employees to report their gender pay gap figures at the end of every financial year.

Public bodies must report by 30 March and private companies must do so by 4 April. Organisations are also required to publish the breakdown of men and women in different pay quartiles and details of the proportion of men and women in the company who receive bonuses.

What is the gender pay gap?

The gender pay gap is the difference between the average hourly earnings of a company's male and female employees. If an organisation has, for example, a 5% gender pay gap it means that women earn an average of 5% less per hour (excluding overtime) than men, or in other words the average female employee would earn 95p for every £1 earned by a male employee. A negative 5% gender pay gap would mean women earned an average of 5% more than men per hour.

What's the difference between the mean and the median figures?

When talking about the gender pay gap people tend to talk about the median figure rather than the mean. The mean is calculated by adding up all of the wages of employees in a company and dividing that figure by the number of employees. This means the final figure can be skewed by a small number of highly paid individuals. The median is the number that falls in the middle of a range when everyone's wages are lined up from smallest to largest and is more representative when there is a lot of variation in pay.

Does it mean women are being paid less than men in the same roles?

No. While some employers might be paying men and women differently for performing the same role or "work of equivalent value", this is an issue of equal pay. It is illegal to pay men and women different amounts for the same work, however that is not what gender pay gap reporting is set up to measure. Rather these figures show us the overall gender pay gap, as well as the bonus pay gap and the proportion of men and women in each quartile of the pay structure of the company.



Brighter Futures Learning Partnership Trust - Gender Pay Gap Reporting

We are required to submit information regarding our gender pay gap, and the information is based on a snapshot date of 31 March each year. The national reporting format is restrictive, and simply details our mean and median gender pay gap. However, we also publish this report on our trust website which includes narrative explaining the gap and any actions we intend to take.



Key Findings

In education we have two key sets of terms and conditions: teaching and associate staff.

The majority of teaching staff have a full-time equivalent of 32.5 hours per week and there are 184 (177 in 2022) staff employed under teaching terms and conditions. Teaching staff have higher salaries generally than associate staff.

Most associate staff have a full-time equivalent of 37 hours per week and there are 255 (261 in 2022) associate staff. Only one of the top 50 earners in the Trust is associate staff.

From a gender split perspective, 80% (80% 2022) of the top ten earners in the Trust are female; 60% (70% 2022) of the top twenty earners are female and 60% (66% 2022) of the top fifty earners in the Trust are female. If we look at our lowest earners, 100% (100% 2022) of our lowest 50 earners are female. The lowest earning professions in the Trust are apprentices, midday supervisors, and cleaning staff, with the majority being female and part-time.

Gender split per quartile 2023 – based on whole staff

	Q 1 Lower	Q 2 Lower middle	Q 3 Upper middle	Q 4 Upper
Male (% males to all employees in each quartile)	7%	16%	29%	30%
Female (% females to all employees in each quartile)	93%	84%	71%	70%

The gender pay gap across **all areas of staffing** in the Trust is **19.42%** (19.56% in 2022) in the mean hourly pay, and **43.39%** (37.82% in 2022) in the median hourly pay

Gender split per quartile 2023 – based on teaching staff

	Q 1 Lower	Q 2 Lower middle	Q 3 Upper middle	Q 4 Upper
Male (% males to all employees in each quartile)	22%	24%	22%	41%
Female (% females to all employees in each quartile)	78%	76%	78%	59%

The gender pay gap across **teaching staff** in the Trust is **4.35%** (4.47% in 2022) in the mean hourly pay, and **24.05%** (10.16% in 2022) in the median hourly pay

Gender split per quartile 2023 – based on associate staff

	Q 1 Lower	Q 2 Lower middle	Q 3 Upper middle	Q 4 Upper
Male (% males to all employees in each quartile)	2%	14%	13%	34%
Female (% females to all employees in each quartile)	98%	86%	87%	66%

The gender pay gap across **associate staff** in the Trust is **16.31%** (12.94% in 2022) in the mean hourly pay, and **25.38%** (3.86% in 2022) in the median hourly pay

The Trust employs more females than males in all quartiles.

The highest percentage of males sits within the upper quartile.

Evidence above shows that the mean Gender Pay Gap for Brighter Futures Learning Partnership Trust has decreased since the last reporting year. Female staff are in the majority of the top ten, twenty and fifty earners.

Most associate staff roles are part-time with many being on a lower hourly rate. Examples of these roles are Cleaners, Midday Supervisors and Learning Support Assistants and most employees in these roles within the Trust are female.

The Trust takes the following effective actions to help reduce the gender pay gap:

1. Includes multiple women in shortlists for recruitment and promotions whenever possible and when putting together a shortlist of qualified candidates.
 2. Uses skill-based assessment tasks in recruitment rather than relying purely on interviews and use performance on those tasks to assess candidates' suitability for the role. The tasks are standardised to ensure fairness across candidates when they are scored.
 3. Uses structured interviews for recruitment and promotions that:
 - Ask exactly the same questions of all candidates in a predetermined order and format.
 - Grade the responses using pre-specified, standardised criteria.This makes the responses comparable and reduces the impact of unconscious bias.
 4. Is transparent in promotion, pay and reward processes. This means employees are clear what is involved, and that managers understand that their decisions need to be objective and evidence-based because those decisions can be reviewed by others.
-