

## GENDER PAY GAP REPORT

Snapshot date: 31<sup>st</sup> March 2019

### Difference in mean and median hourly rate of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference male to female	37.2%	49.9%

### Difference in mean and median bonus pay

	Difference in the mean bonus pay	Difference in the median bonus pay
Pay gap. % difference male to female	N/A	N/A

### Proportion of male and female employees who were paid bonus pay

	Proportion receiving a bonus
Male employees (% paid a bonus compared to all male employees)	N/A
Female employees (% paid a bonus compared to all female employees)	N/A

### Proportion of male and female employees according to quartile pay bands

	Quartile 1. Lower	Quartile 2. Lower middle	Quartile 3. Upper middle	Quartile 4. Upper
Male (% males to all employees in each quartile)	3.8%	3.8%	9.6%	15.5%
Female (% females to all employees in each quartile)	96.2%	96.2%	90.4%	84.5%

### Supporting statement

I confirm that the information published here is accurate.

Signature:



Date: 18<sup>th</sup> March 2020

Status/position: Chief Executive Officer

### Optional supporting narrative

Berlesduna Academy Trust is committed to the promotion of equality of opportunity and choice for employees and supports the fair treatment of all staff irrespective of gender through our transparent recruitment processes, pay policy and professional development.

We use pay scales for all teachers that are aligned to the School Teachers Pay and Conditions document, which is reviewed on an annual basis. For non-teaching staff we use pay scales set by the NJC (National Joint Council for Local Government Services). Staff move through the pay scales for their grade based on performance in role, meaning earnings are based on performance outcome irrespective of their gender.

Berlesduna Academy Trust supports our staff with family friendly provisions such as part time working, which our (predominantly female) workforce chooses to take advantage of. More women apply to work in the education sector due to attractive working patterns to work around caring responsibilities.

The overall gender pay gap therefore reflects the workforce composition rather than pay inequalities.

I can confirm that the above information has been prepared from our payroll data on the snapshot date and fairly represents the Gender Pay Gap information for Berlesduna Academy Trust.