



# 2024 Gender Pay Gap Report

### **What is the legislation?**

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, BePART Educational Trust (A Multi Academy Trust) is required to report annually on their gender pay gap using a snapshot date of 31<sup>st</sup> March. We are required to publish the report on our website and also report our data to the Government's Gender Pay Gap Service.

### **What does the gender pay gap mean?**

The gender pay gap is the difference between the average (mean or median) earnings of all men and women in a workforce. This is expressed as a percentage of men's earnings. The gender pay gap is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. The gender pay gap is a measure of the difference between men and women's average earnings across an organisation over a period of time, regardless of role or seniority.

### **What data do we need to include?**

Included in the data is the full time equivalent of employees' pay as of the snapshot date of 31<sup>st</sup> March 2024. A relevant employer must publish each year, the following information-

1. Mean gender pay gap in hourly pay
2. Median gender pay gap in hourly pay
3. Mean bonus gender pay gap
4. Median bonus gender pay gap
5. Proportion of males and females receiving a bonus payment
6. Proportion of males and females in each pay quartile

### **Pay and Conditions**

The Trust ensures that men and women are paid equally for doing equivalent jobs. For Birkenhead Sixth Form College we use pay scales agreed by the National Joint Council for Staff in Sixth Form Colleges and the Terms and Conditions documents for staff in Sixth Form Colleges (Lilac and Red Book). For Birkenhead Park School we use pay scales agreed by the National Joint Council for Local Government Services and the Terms and Conditions documents for staff in schools (Green and Burgundy Book). BePART Educational Trust is committed to the equality of opportunity and to ensuring that gender plays no role in pay policies and professional development opportunities.

## Overall Position

On the snapshot date of 31<sup>st</sup> March 2024 BePART Educational Trust had 274 relevant employees. 73.72% (202) of these were female.

### 1. The Mean gender pay gap in hourly pay is 14.72%

The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees must be expressed as a percentage of the mean hourly rate of pay of male full pay relevant employees.

BePART Educational Trust		
March 2024	Male	Female
Number of employees	72	202
Total of Hourly Rates	£2074.62	£4962.76
Mean Hourly Rate	£28.81	£24.57
Mean Gender Pay Gap	<b>14.72%</b>	

### 2. The Median gender pay gap in hourly pay is 29.52%

The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees must be expressed as a percentage of the median pay of male full-pay relevant employees.

BePART Educational Trust		
March 2024	Male	Female
Number of employees	72	202
Median Hourly Rate	£28.86	£20.34
Median Gender Pay Gap	<b>29.52%</b>	

### 3. The Mean Bonus gender pay gap was 0%

### 4. The Median Bonus gender pay gap was 0%

### 5. The Proportion of males and females receiving a Bonus payment was 0%

BePART Educational Trust did not pay any Bonus Pay during the relevant period.

## 6. Proportion of males and females in each pay quartile

The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands.

BePART Educational Trust			
March 2024	No of employees	Male	Female
Upper	69	23.19%	76.81%
Upper Middle	68	20.59%	79.41%
Lower Middle	68	27.94%	72.06%
Lower	69	33.33%	66.67%

### Analysis to previous year

- The Mean Gender Pay Gap has decreased by 1.43%
- The Median Gender pay Gap has decreased by 3.2%
- The number of female employees in the Upper quartile has increased by 8.06%
- The number of female employees in the Lower pay quartile has decreased by 16.15%

Mike Kilbride

CEO BePART Educational Trust