

# The Bay Learning Trust

## Gender Pay Gap Report

Snapshot date - 31 March 2023



THE BAY  
LEARNING TRUST

### Introduction

As a Multi Academy Trust with over 250 employees The Bay Learning Trust is required to publish our Gender Pay Gap in line with the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

On the snapshot date of 31 March 2023, The Bay Learning Trust had 609 full-pay relevant employees. For the purposes of the calculations, where employees held two or more posts, each post has been treated separately.

### The breakdown by gender for full-pay relevant employees

- 416 female employees (68.3%)
- 193 male employees (31.7%)

### The Mean and Median Gender Pay Gap

- The Mean Gender Pay Gap is 14.0%
- The Median Gender Pay Gap is 13.8%

These figures show the average difference in the hourly rate of pay across men and women in the Trust.

### Bonus Pay

The Bay Learning trust did not operate a bonus pay system on the snapshot date, or within the 12 months previous to the snapshot date.

### Pay Quarters

All relevant employees were listed separately by gender and were ranked according to their hourly rate of pay from lowest to highest. This was then split into 4 equal quartiles to show the proportion of male and female staff within the pay quarters:

Quarter	Female		Male	
	Headcount	Percentage	Headcount	Percentage
Upper	94	61.8%	58	38.2%
Upper Middle	91	59.9%	61	40.1%
Lower Middle	115	75.7%	37	24.3%
Lower	116	75.8%	37	24.2%

As an employer within the secondary school education setting, we predominantly employ people under two different sets of terms and conditions – Teaching Staff and Support Staff.

**The breakdown of employees under these terms and conditions are:**

Gender	Support staff			
	Without management responsibility		Management responsibility	
	No of employees	Mean hourly rate	No of employees	Mean hourly rate
Female	248	14.08	6	21.14
Male	89	15.28	11	23.45

Gender	Teaching Staff			
	Without management responsibility		Management responsibility	
	No of employees	Mean hourly rate	No of employees	Mean hourly rate
Female	85	31.36	77	42.85
Male	48	31.96	45	44.84

**What does the data tell us?**

- There is a difference between the mean hourly rate for support staff. In cases of those with and without management responsibility, it appears that men earn on average more than women. The mean figure is skewed by a small number of higher paid men.
- Teachers received a minimum of a 5% pay increase last year whereas support staff received a minimum of 3.65%. There are many more female support staff than teachers.
- A higher proportion of men are teachers: 48% are men compared to 39% of women
- There has been an increase in the number of lower paid female employees on the previous year
- When we scrutinised these data, we found that a high number of maternity leaves in 2022-23 had significantly skewed the previous year's data which makes a meaningful comparison difficult.

The Bay Learning Trust will continue to monitor and review the reasons for the Gender Pay Gap and establish ways in which this can be reduced.