

Gender Pay Gap Report - 2023

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. The Trust has over 250 employees since March 2023, which means there is a statutory requirement to provide this report and information.

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.

Reporting Requirements

Areas that are to be reported are:

Mean gender pay gap	The difference between the pay of all male and all female employees when added up separately and divided respectively by the total number of males, and the total number of females in the workforce.
Median gender pay gap	The difference between the pay of the middle male and middle female, when all male employees and then all female employees are listed from the highest to the lowest paid.
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.

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

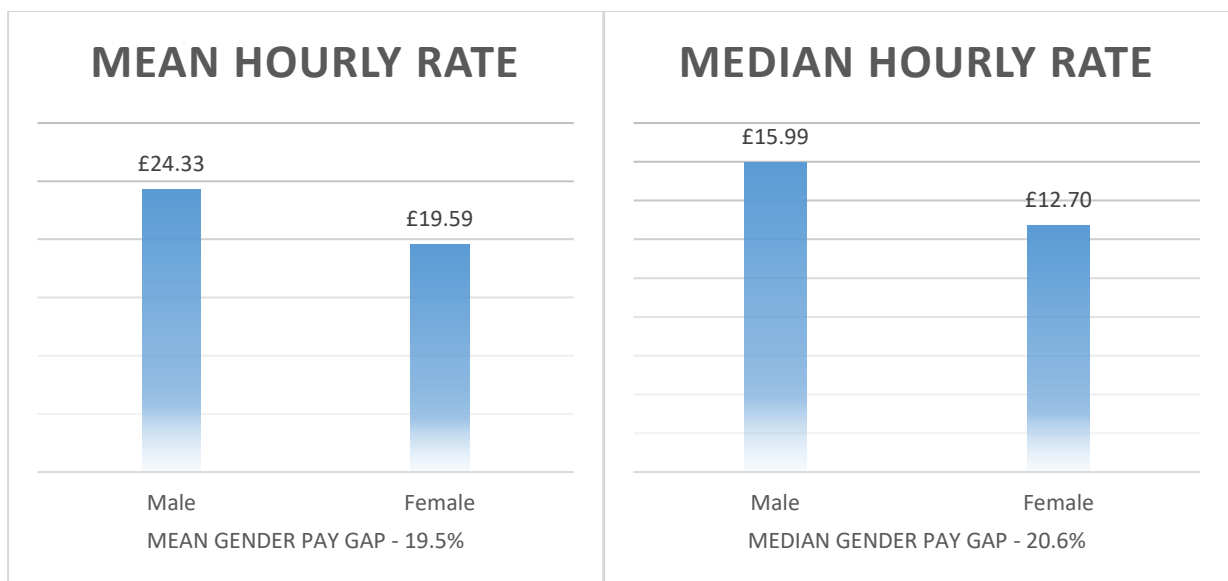
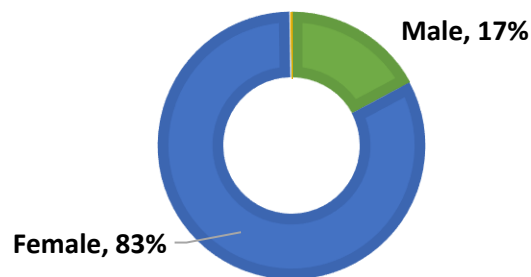
3.0 Data

Blessed Edward Bamber Catholic Multi Academy Trust Pay Gap - Based on a snapshot date of 31st March 2023.

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.

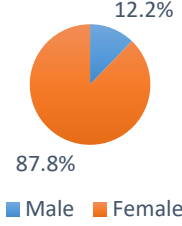
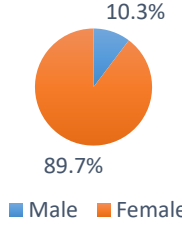
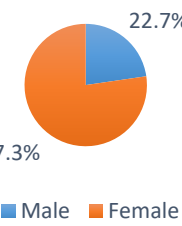
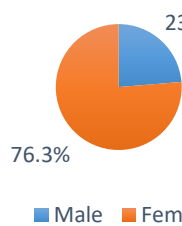
Trust gender profile (based on headcount)

BEBCMAT is typical of any multi academy Trust, in that it has a higher number of females than males in its workforce – of the 389 staff counted as part of the gender pay gap reporting, 322 were female compared to 67 male:



The above charts show that the mean hourly pay for males is £4.74 higher than that of females. A gender pay gap of 19.5%.

They also show that median pay for males is £3.29 higher than females, a gender pay gap of 20.6%.

1	Mean Pay Gap	Overall = 19.5% Teaching staff = 5.65% Non-Teaching staff = 13.85%
2	Median Pay Gap	Overall = 20.6% Teaching staff = 5.97% Non-Teaching staff = 14.63%
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>Lower hourly pay quarter</p>  <p>12.2% 87.8% ■ Male ■ Female</p>	<p>Lower middle hourly pay quarter</p>  <p>10.3% 89.7% ■ Male ■ Female</p>
	<p>Upper middle hourly pay quarter</p>  <p>22.7% 77.3% ■ Male ■ Female</p>	<p>Upper hourly pay quarter</p>  <p>23.7% 76.3% ■ Male ■ Female</p>

4.0 Findings

The results need to be taken alongside the context that approximately 4 in every 5 employees working across the Trust are women (82.78%). It would therefore be expected that the number of female employees in all pay quartiles be higher than males when compared. All calculations exclude overtime pay and expenses.

Teaching Staff

The median pay gap is 5.65% with the mean pay gap being 5.97%.

The Trust has worked very hard on recruitment and retention in trying to close the gender pay gap. At the time of the last report, these figures were higher with the median pay gap at 10.44% and the mean pay gap being 13.16%. As the Trust has grown to one secondary school and 7 primaries, the number of appointed leaders within these schools is made up of a greater number of females in post.

Alongside this, the secondary school which was predominantly heavy in Senior Leadership with males has seen a shift with more females recruited into these positions.

Non – Teaching Staff

In contrast, for Non-Teaching staff the median pay gap is 13.85% with the mean pay gap being 14.63%.

This reflects the distribution of pay for males being concentrated in a narrower range in comparison to the distribution of pay for females. This is in part due to the main support function managers across the Trust being male in areas such as the Chief Finance Officer, Estates Manager, ICT Network Manager and Site Managers.

Alongside this some areas on higher grades in support areas such as ICT Technicians are all filled by males whilst the lower paid roles across the Trust such as Cleaners, Welfare, After School and Breakfast Club Staff, administration roles and lower level Teaching Assistants are predominantly filled by women. With the bulk of the lowest paid jobs being occupied by a majority of female employees the mean and median will therefore be higher for males.

5.0 Comparison to previous reporting period

The median pay gap has decreased from 22.62% to 20.6% with the mean pay gap increasing slightly from 18.35% to 19.5%. The mean includes all of the lowest and highest rates of pay, and therefore reflects the impact of the higher proportion of women working in lower paid roles, and the higher proportion of men in higher paid roles. The median is considered to be a more accurate measure as it is not skewed by very low hourly pay or very high hourly pay.

6.0 Action Plan

The Trust has moved over a period of time to a position where a balanced number of leaders are employed when comparing numbers of females and males appointed. It continues to promote equal opportunities, encouraging women to apply for leadership and other senior roles as they are required. The Trust ensure a rigorous and structured approach to recruitment where candidates apply for positions in line with skills and requirements of the post, irrespective of gender and purely on merit. This practice will continue.

The Trust asks all employees to complete an exit questionnaire when they leave the Trust. This is continually monitored to identify trends and issues regarding gender and pay.

In promoting the retention of female teaching staff, it is envisaged that the pay gap will shrink year on year. This is due to the higher ratio of female teachers within the Trust and with career progression a higher proportion of females will receive a higher level of pay. Variances occur when employees of both sexes leave the Trust and are replaced where necessary.

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 2023 gender pay gap results in line with mandatory requirements.

Signed:



Helen O'Neill, Chief Executive Officer (Publication Date: 22nd March 2024)