

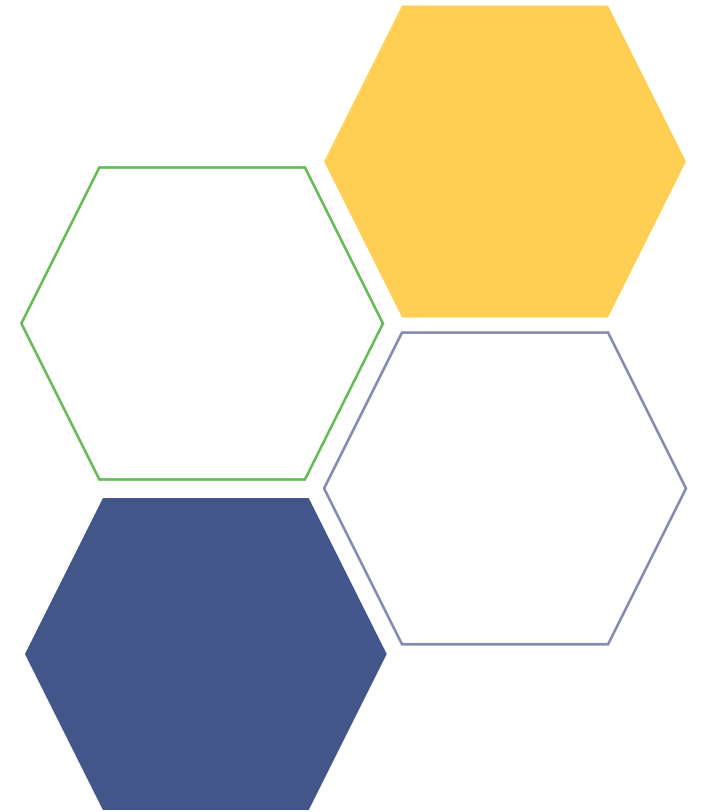
# Gender Pay Gap Report

2023 Data



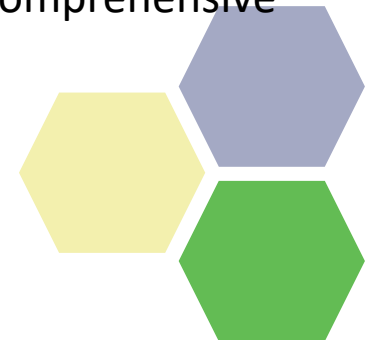
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# Introduction

- The Brooke Weston Trust strives to be an equal opportunities employer, operating a pay system that is transparent, based on objective criteria and free from bias. All employees are recruited, trained and developed based on their ability and the requirements of the role.
- The Trust is committed to the principle of Equal Pay for all its employees in compliance with the Equality Act 2010. Section 149 of the 2010 Act places an obligation on all public sector employers to have due regard to the need to eliminate unlawful discrimination and promote equality of opportunity between men and women.
- We aim to have a fair, equitable and transparent pay structure and we are clear that avoiding discrimination and actively seeking to create an inclusive environment is fundamentally important for all colleagues to feel valued and this contributes to ensuring that we are an employer of choice.
- The Trust uses pay scales for all teaching staff aligned to the School Teachers Pay and Conditions Documents (STPCD) which is reviewed on an annual basis. For professional support staff we undertook a comprehensive job families exercise in 2018 in partnership with support staff.
- New roles introduced into the structure have been evaluated against this scheme since then.

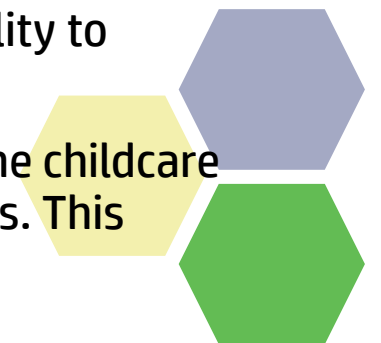


# Percentage Workforce Representation by Quartile

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Female	88.35%	84.03%	76.22%	64.56%
Male	11.65%	15.97%	23.78%	35.44%

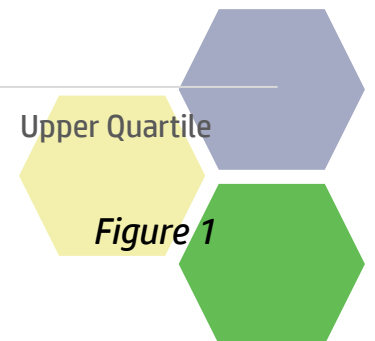
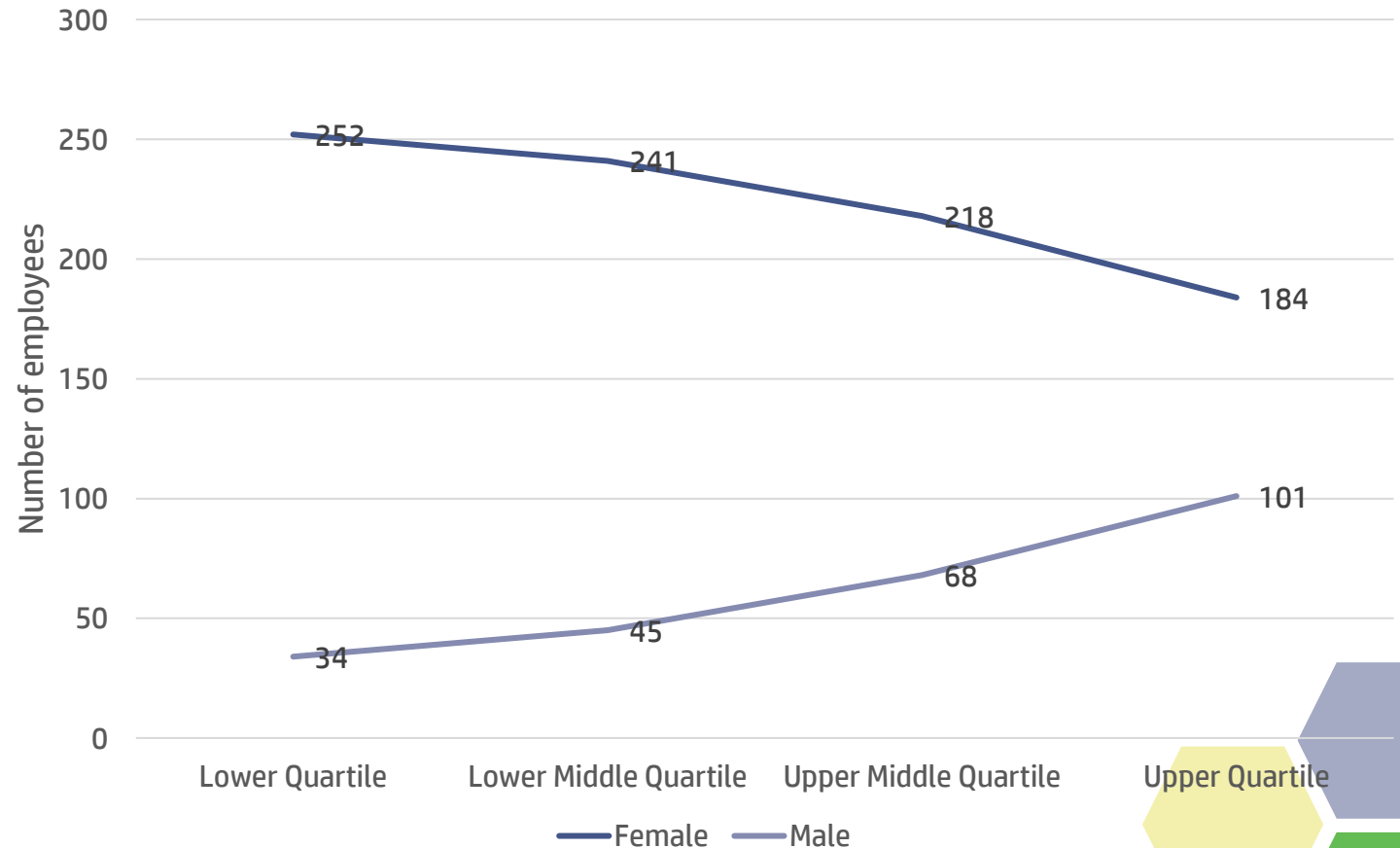
Table 1

- There are 1143 relevant employees at the snapshot date of 31 March 2023
- Overall, we have 78.30% female employees and 21.70% male employees
- In lower quartile roles, almost 90% of our workforce is female. These roles encompass Midday Assistant, Teaching Assistant, Catering Assistant, Cleaner and Administrator, amongst others, many of which are occupied by female employees. These types of roles are often perceived to offer more flexibility to balance caring responsibilities and work.
- The Census information from 2021 shows that women are still more likely than men to assume childcare responsibility (ONS, 2021) and these roles are therefore more likely to be attractive to females. This skews the lower quartile numbers towards females.



# Workforce Representation By Quartiles

- In this graph this number is broken down into four equal quartiles to show the gender representation in each quartile
- The numbers denote the actual number of males and females in those quartiles at the snapshot date.
- Although we have less male employees, the more the role is paid, the more there is a corresponding increase in male representation.
- Female employees are therefore underrepresented at the more senior level within Brooke Weston Trust.



# Gender Pay Gap: Hourly Pay

	Median hourly pay	Mean hourly pay
Female Rate of Pay	£13.95	£17.59
Male Rate of Pay	£20.68	£23.24
Gender Pay Gap: % difference male to female	<b>32.5%</b>	<b>24.3%</b>

Table 2

- The pay gap is driven by a high number of females in low paid roles, which are attractive due to their part-time nature, as well as the high number of males in the higher paid roles..



# Gender Pay Gap: Bonus

The Trust did not pay bonuses to any employee in 2022/23



# Comparison to Last Year's Data



# 2023 v 2022

## Percentage Workforce Representation by Quartile

2023	Relevant EEs (1143)	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Female	78.30%	88.35%	84.03%	76.22%	64.56%
Male	21.70%	11.65%	15.97%	23.78%	35.44%

Table 3

2022	Relevant EEs (1046)	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Female	79%	90.3%	80.2%	77.3%	64.5%
Male	21%	9.7%	19.8%	22.7%	34.5%

Table 4

- Since last year we have slightly reduced the percentage of females in the lower quartile but slightly increased the percentage of females in the lower middle quartile.
- The gender balance in the upper two quartiles has remained broadly the same.
- The overall population of relevant employees has increased by around 9% and the overall gender balance is the same as the previous year.



# 2023 v 2022: Workforce Representation By Quartiles

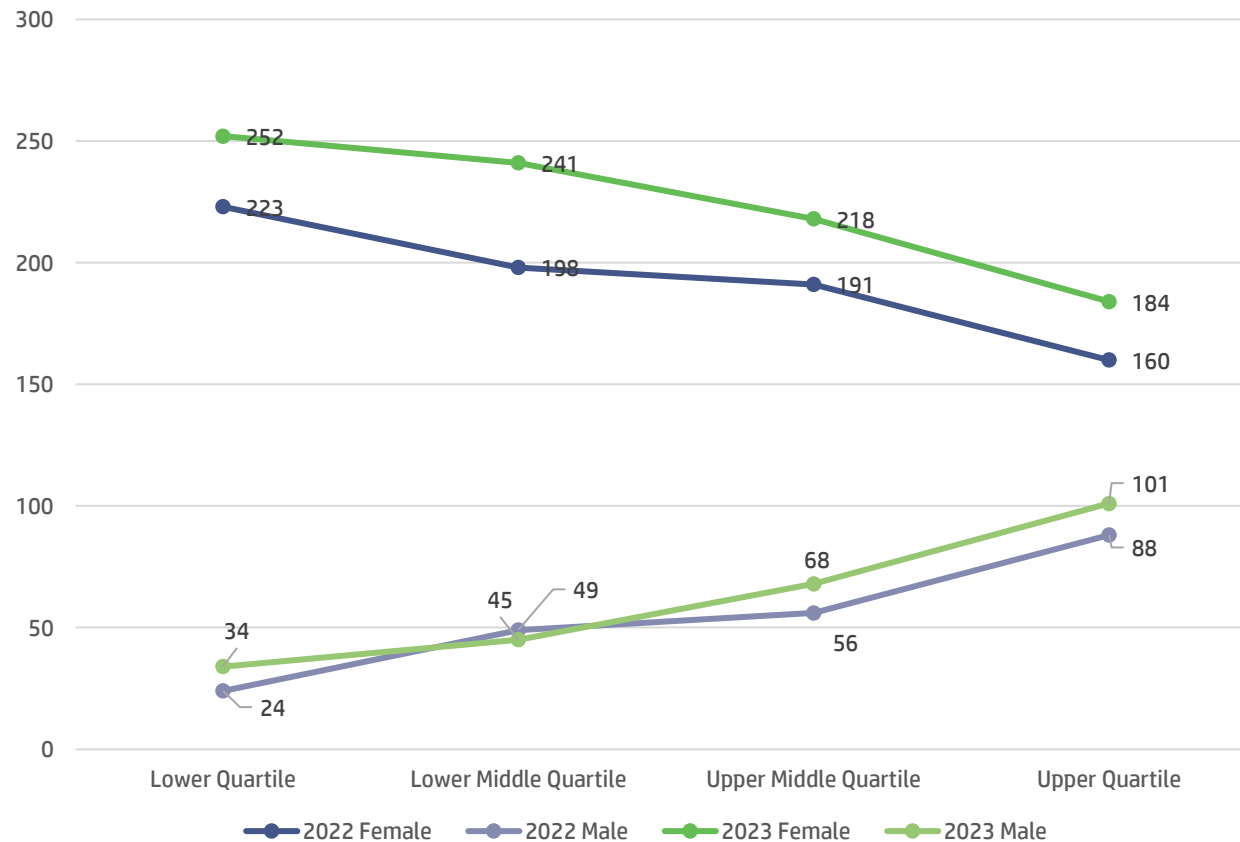


Figure 2

- The lines follow broadly the same trajectory for females, but show a higher number of females in 2023 compared to 2022. The only deviance is a slight increase in the relative number of females in the lower middle quartile.
- For males, there is a slight drop in the lower middle quartile. All other quartiles have increased in number. Overall, the lines for males follow broadly the same trajectory.
- This tells us that there has been an overall increase in headcount in both males and females, but there has been little change in terms of the gender pay gap.



# 2023 v 2022: Hourly Pay

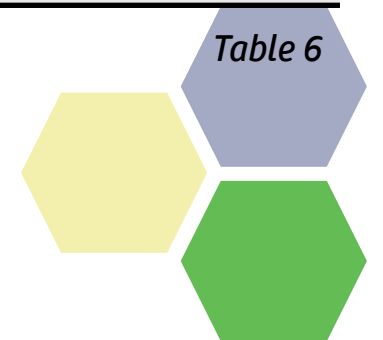
2023 Data	Median hourly pay	Mean hourly pay
Female Rate of Pay	£13.95	£17.59
Male Rate of Pay	£20.68	£23.24
Gender Pay Gap: % difference male to female	<b>32.5%</b>	<b>24.3%</b>

Table 5

2022 Data	Median hourly pay	Mean hourly pay
Gender Pay Gap: % difference male to female	<b>36.2%</b>	<b>22.8%</b>

Table 6

- The median pay gap has reduced since last year from 36.2% although the mean pay gap has slightly increased from 22.8%.



# Teaching Staff v Support Staff

# Teachers v Support Staff Demographics

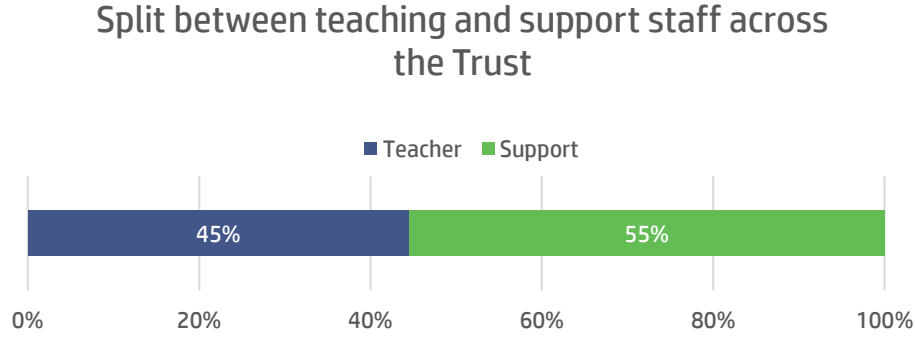


Figure 3

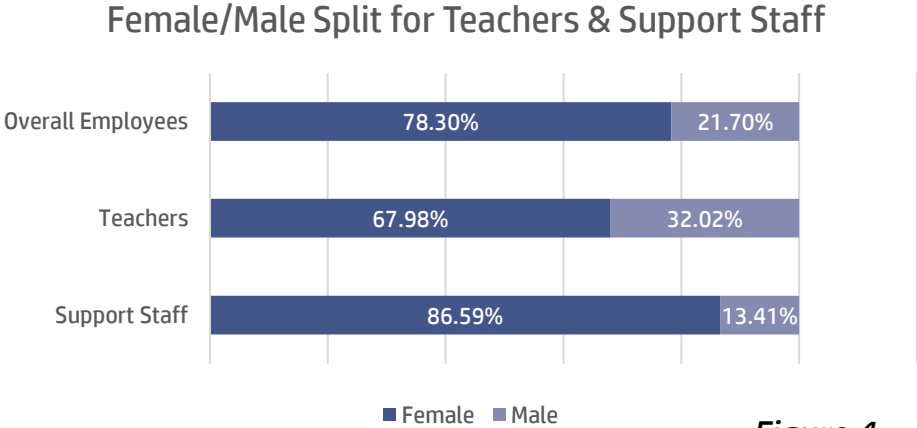


Figure 4

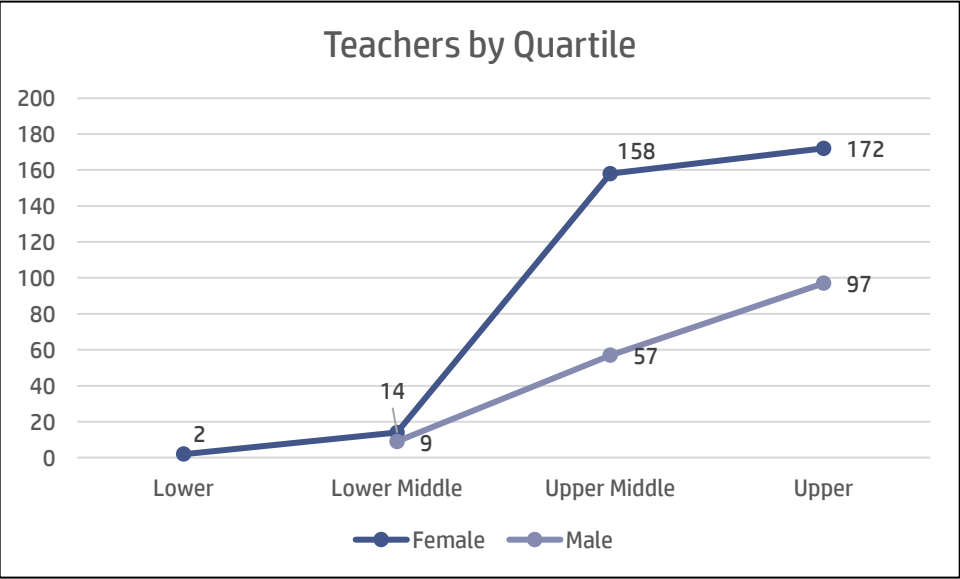


Figure 5

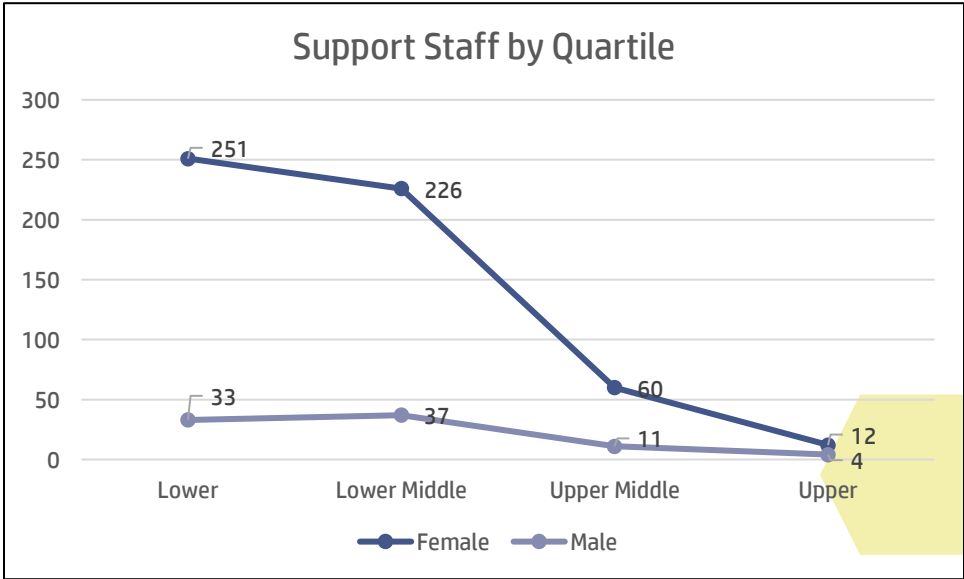


Figure 6



# Teachers v Support Staff Gender Pay Gap

## Teachers

	Median hourly pay	Mean hourly pay
Female Rate of Pay	24.71	25.51
Male Rate of Pay	26.09	28.45
<b>Gender Pay Gap: Teachers</b>	<b>5.29%</b>	<b>10.33%</b>
Overall Pay Gap for Brooke Weston Trust	32.5%	24.3%

Table 7

## Support Staff

	Median hourly pay	Mean hourly pay
Female Rate of Pay	11.24	12.73
Male Rate of Pay	11.38	13.52
<b>Gender Pay Gap:</b>	<b>1.23%</b>	<b>5.84%</b>
Overall Pay Gap for Brooke Weston Trust	32.5%	24.3%

Table 8

# External Comparison: Office of National Statistics 2023 Data

\*Data taken from ONS provisional data for 2023

Office of National Statistics	Gender Pay Gap Median	Gender Pay Gap Mean
Teaching Professionals (ONS)	2.1%	5.9%
Other Educational Professionals (ONS)	30.7%	28.4%
<b>Teaching &amp; Other Educational Professionals (ONS)</b>	<b>3.8%</b>	<b>8.9%</b>

Table 9

Brooke Weston Trust	Gender Pay Gap Median	Gender Pay Gap Mean
Teaching Staff (BWT)	5.29%	10.33%
Support Staff (BWT)	1.23%	5.84%
<b>Brooke Weston Trust overall</b>	<b>32.5%</b>	<b>24.3%</b>

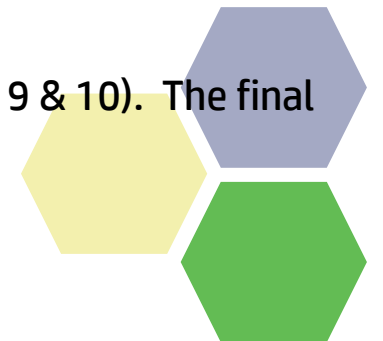
Table 10

- The pay gap for our teachers is higher than the external comparator.
- The ONS uses “other educational professionals”. It should be noted that not all schools are Trusts and therefore the structure of our Trust could indicate that we cannot directly compare our support staff with the ONS “other educational professionals”, however there is a minimal pay gap for Brooke Weston Trust support staff, especially when compared to the ONS data.
- When comparing Teaching and Other Educational Professionals (ONS) with the Brooke Weston Trust as a whole, the gender pay gap at Brooke Weston Trust is significantly higher.



# Narrative: Teachers v Support Staff

- Figure 4 shows that we have a higher proportion of females in support roles (86.59%) and a lower proportion of females in teaching roles (67.98%) compared to the overall percentage of females in the Trust (78.30%). This is the opposite for males where there is a higher proportion of teachers (32.02%) and a lower proportion of support staff (13.41%) compared to the overall percentage of males in the Trust (21.70%) .
- Figures 5 & 6 show that that the trajectory across the quartiles is similar for females and males in both teaching and support roles. They also show the low numbers of teachers in the lower quartile (0.7% of all those in the lower quartile are teaching staff), and the dominance of teachers in the upper quartile (93.3% of those in the upper quartile are teachers). The minimum annual pay for a teacher is set by the government for an Early Careers Teacher regardless of gender.
- Tables 7 shows that when we are comparing like for like, i.e. male and female teachers or male and female support staff, the pay gap is much smaller than the overall pay gap for Brooke Weston Trust.
- Our Trust is made up of a majority of support staff (Figure 3), who are typically female (Figure 4), and this demographic is the key factor in the increased overall gender pay gap in comparison to the external data (Tables 9 & 10). As we see from Tables 7 & 8, teachers' average pay is £25.51 to £28.45 per hour, and the average pay for a support role is £12.73 to £13.52, around half that of a teacher's salary. Therefore, the more support roles we have in comparison to teaching roles, the greater the gender pay gap will be.
- Notwithstanding the above, our gender pay gap for teachers is also higher than the external data (Tables 9 & 10). The final page of this report details actions and commitments to address this.





# Leadership Roles

# Leadership Roles & The Gender Pay Gap

## Includes Exec, Principals, (S)VPs, Heads of Function

	Number of EEs	Median Hourly Pay	Mean Hourly Pay
Female	22	42.82	42.83
Male	12	55.10	57.44
Gender Pay Gap		22.3%	25.7%

Table 11

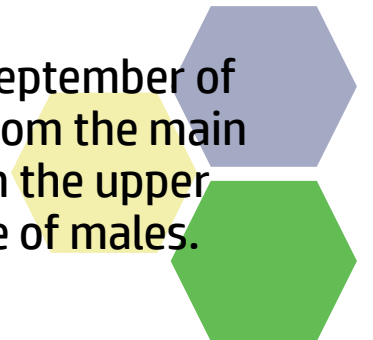
### Contributing Factors to Gender Pay Gap in the Leadership Roles:

- The most senior role on the Executive team is held by a male.
- At the snapshot date of March 2023, there were five female leaders in our primary schools and no males. In our secondary schools, there was one female leader and four males. Due to the size and complexity of the secondary schools compared to the primary schools, secondary school principals are paid significantly more than primary school principals. So, whilst there is no evident bias in a like for like comparison (e.g male secondary school principal versus female secondary school principal), the fact that most secondary schools have male principals and all primaries have female principals means that this is a significant contributor to the gender pay gap at senior leadership level.
- The gender pay gap at vice principal level is much less significant and for the median values there is no pay gap. The mean pay gap stands at 7.8% with 12 females and 5 males in VP or SVP posts.
- Ultimately there is a gender pay gap in all three of these leadership levels.

# Summary & Actions

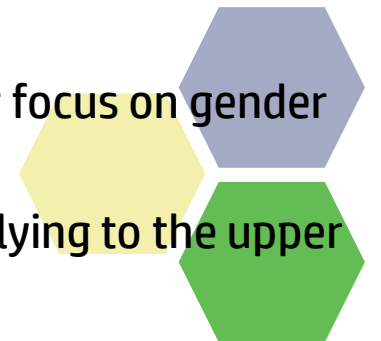
# Summary

- The vast majority of our lower quartile roles are undertaken by females (88.35%) in support staff roles (99%). Many of our lower quartile support roles are flexible or part-time, such as Midday Assistant, Teaching Assistant, Catering Assistant, Cleaner or Administrator. Typically, flexible roles attract females, who remain the primary care-givers.
- Support roles constitute 55% of our workforce. The higher the percentage of support roles compared to teachers, the greater the gender pay gap will be, since teachers earn on average around double that which support staff earn, and support staff are likely to be female.
- 93.33% of our upper quartile roles are teaching roles. 35.44% of those roles are held by males, even though males make up only 21.70% of the overall population.
- The gender balance of our two groups of principals (primary and secondary) does have an adverse impact on the gender pay gap due to the higher salaries applicable to the secondary phase and a greater number of males in those roles.
- Teachers on the main pay scale do not automatically progress to the upper pay scale. In the September of 2022 (the year of this snapshot data) 28% of females who were eligible to do so progressed from the main pay scale to the upper pay scale, whilst 45% of males did. An application must be made to join the upper pay scale and it appears that the percentage of females applying was less than the percentage of males.



# Actions

- As part of our “Workload and Wellbeing” workstream in our 3-year People Strategy, we are exploring the possibility of creating greater flexibility in our teaching roles in order to attract more female talent. We are collaborating with other Trusts to share best practice.
- In last year’s report we committed to reducing the bias in the recruitment process. Wherever possible, we are compiling a balanced panel for all recruitment activity, and we are currently training all hiring managers in the recruitment and selection process to alleviate unconscious bias. We are committed to paying the right salary for the role regardless of gender and therefore candidates will not be asked their previous salary when making an application.
- We have appointed (since September 2023) another female secondary principal, which reduces the gender pay gap at senior level.
- We plan to introduce the Women in Leadership course via Springboard during the next academic year to encourage our talented female colleagues to engage and access more senior roles within the Trust, adopting a Train the Trainer model, utilising experiences senior female leader(s) to deliver.
- We are currently collecting DEI data, ensuring a Trust-wide DEI strategy is agreed, with a clear focus on gender equity.
- We are reviewing our pay progression data for this year regarding the number of females applying to the upper pay scale, with the intention of understanding the reasons why females might not apply.



# Actions continued

- We are engaging a very experienced, successful female ex-Regional Director to coach a number of our talented female Vice Principals.
- We have supported and funded a Women into Leadership conference in February 2024 for two of our executive female leaders and we have supported and funded the Women into Headship conference in October 2023.
- Our current Leadership Academy has increased female representation from September 2023, with 10 females and 6 males enrolled, 62.50% female.
- Our Step Into Leadership programme has 5 males and 12 females, 70.59% female.
- Our Teaching School Hub is delivering National Professional Qualifications to teachers at all levels – of the 500 recruited in 2023/24, 350 are female (70% female)
- Our Teaching School Hub is running an Early Headship Coaching Programme for new Headteachers in the region, which sources serving headteachers as Coaches. Of the 11 participants this year, we have matched the 9 new female heads to 8 serving headteachers who are women.
- Of the 75 teachers and leaders we have delivering national programmes for the Teaching School Hub, around two thirds of these are female.

