

GENDER PAY GAP REPORT 2018

Bedfordshire Schools Trust, as an employer of over 250 employees, is required to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This legislation requires the Trust to publish statutory calculations every year showing how large the pay gap is between our male and female employees. This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation but does not involve publishing individual employee's data.

The Trust supports the fair treatment of all staff, irrespective of gender, through our transparent policies including:

- Pay Policy
- Working with Unions Policy
- Recruitment and Selection Policy

Teaching staff pay scales are aligned to the School teachers' Pay and Conditions document, which is reviewed on an annual basis. For non-teaching support staff, we use the pay scales set by the NJC (National Joint Council for Local Government Services). Movement through the pay scales is based upon staff performance in accordance with the Staff Development Policy and Appraisal Procedure, irrespective of their gender.

	Mean Gender Pay Gap	Median Gender Pay Gap	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Gender Pay Gap Across BEST	32.2% lower for females	54% lower for females	94% F 6% M	79% F 21% M	80% F 20% M	60% F 40% M

No bonuses were paid to any member of staff during the reporting period.

On the snapshot date BEST employed 556 staff in total, of which 435 (78%) were female and 121 (22% male). We have a higher proportion of females in every quartile, including the upper quartile.

We have analysed this further and looked at the figures for teaching staff and non-teaching staff separately. The pay gap reduces significantly when split into groups within the same pay grading systems e.g. looking at all teaching staff or all administration staff as distinct groups.

We are confident the Trust's gender pay gap is not a pay issue; we know this because our approach to pay is gender neutral and we have in place job evaluation schemes to ensure parity across the Trust. As a Trust we will keep this under review.