

GENDER PAY GAP REPORT 2020

The Bedfordshire Schools Trust (BEST), as an employer of over 250 employees, is required to carry out Gender Pay Reporting under the Equality Act 2010 (Specific Duties & Public Authorities) 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 overall gender pay gap is defined as the difference between the mean (average) or median (actual midpoint) hourly rate of pay of male and female employees. The information in this report is based on the pay data as at 31st March 2020.

On the snapshot date, BEST employed 643 staff in total, of which 513 (80%) were female and 130 (20%) male. We have a higher proportion of females in every quartile, including the upper quartile. No bonuses were paid to any member of staff during the reporting period.

Difference in mean and median rate of pay

| | Difference in the mean hourly pay | Difference in the median hourly pay |
|---|--|--|
| Pay gap. % difference male to female | 30.9% | 55.38% |

Difference in mean and median bonus pay

| | Difference in the mean bonus pay | Difference in the median bonus pay |
|---|---|---|
| Pay gap. % difference male to female | N/A | N/A |

Proportion of male and female employees who were paid bonus pay

| | Proportion receiving a bonus |
|---|-------------------------------------|
| Male employees (% paid a bonus compared to all male employees) | N/A |
| Female (% paid a bonus compared to all female employees) | N/A |

Proportion of male and female employees according to quartile pay bands

| | Quartile 1 Lower | Quartile 2 Lower Middle | Quartile 3 Upper Middle | Quartile 4 Upper |
|---|-----------------------------|--|--|-----------------------------|
| Male (% males to all employees in each quartile) | 10% | 12% | 19% | 40% |
| Female (% females to all employees in each quartile) | 90% | 88% | 81% | 60% |

Managing Gender Pay Reporting

Supporting statement

I confirm that this information has been prepared from our payroll data on the snapshot date and fairly represents the Gender Pay Gap Information for the Bedfordshire Schools Trust.

Signature:



Date: 08/02/21

Role: Chief Executive Officer

Supporting statement

The Bedfordshire Schools Trust is an equal opportunities employer and is committed to the fair treatment of all staff, irrespective of gender, through our transparent policies including:

- Pay Policy
- Working with Unions Policy (TURA)
- 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). All members of staff working with the same job description are paid within the same grade boundaries regardless of their gender. Movement through the pay scales is based upon staff performance in accordance with the Staff Development Policy and Appraisal Procedure.

Our approach to pay is gender neutral and we have in place job evaluation schemes to ensure parity across the Trust. We are therefore confident that the Trust's gender pay gap is not due to pay inequalities, but is a reflection of our workforce composition. As a Trust we will keep this under review.