

Bourne Education Trust Gender Pay Gap Report

Summary

- Relevant snapshot date 31st March 2018, total staff = 713. Female= 568 (79.7%) Male 145 (20.3%)
- Mean Gender Pay Gap = 17.3% (previous year 17.5%) Median Gender Pay Gap = 19.3% (previous year 27.7%). This has narrowed since last year.
- Percentage of Male staff receiving bonus payments = 0% Percentage of Female staff receiving bonus payments = 0%

Proportion of males and females in each quartile pay band:

- Lower quartile: 83.1% are female (2017:71.9%) and 16.9% are male (2017: 28.1%)
- Lower middle quartile: 86.6% are female (2017: 84.1%) and 13.4% are male (2017:15.9%)
- Upper middle quartile: 75.3% are female (2017: 86.2%) and 24.7% are male (2017:13.8%)
- Upper quartile: 73.6% are female (2017:80.1%) and 26.4% are male (2017: 19.9%)

Narrative

The gender pay gap information for the Bourne Education Trust as at the snapshot date of 31st March 2018 is based upon 713 employees of which 568 (79.7%) are female and 145 (20.3%) are male. Of the 578 total employees, 289 are teaching staff and 424 are in support staff roles.

- Of the 289 teaching staff, 207 (71.6%; 2017:72.6%) are female and 82 (28.4%; 2017:27.4%) are male.
- Of the 424 support staff, 361 (85.1%; 2017:85.1%) are female and 63 (14.9%; 2017:14.9%) are male.

The gender split of staff within the Bourne Education Trust reflects the gender split in schools nationally with the Schools Workforce Census in England (published July 2017) showing that 80% of all school staff are female.

- In the Lower Quartile, the mean gender pay gap is -5.1% (2017:-5.8%); that is female staff are earning more than male staff by a margin of 5.1% reflecting the fact that more men are employed at the lower end of the quartile than at the top. The gap has narrowed since last year.
- In the Lower Middle Quartile, the mean gender pay gap is 0.9% (2017:1.4%); that is male staff are earning more than female staff by a margin of 0.9%. The gap has narrowed since last year.
- In the Upper Middle Quartile, the mean gender pay gap is 1.9% (2017:- 0.8%); that is male staff are earning more than female staff by a margin of 1.9%. This is a switch from last year. Although there are 22 males in the upper part of this quartile and 22 in the bottom, in the upper part 50% are clustered at the top of the band whereas in the lower half there is a relatively even distribution.

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- In the Upper Quartile the overall mean gender pay gap is 12.1% (2017:12.5%); that is male staff are earning more than female staff by a margin of 12.1%. The gap has narrowed since last year. Of the 47 men in this quartile, the distribution is such that by a factor of 2 to 1 the men are in the upper part of the quartile and

The overall mean and median gender pay gap figures are influenced by the high numbers of female staff in support roles compared to male staff and that 53% of females are in the two lowest quartiles whereas only 37% of men are. 63% of men are in the upper two quartiles and in the Upper Quartile where the gap is more significant, more of the men (64%) are in the upper half of the upper quartile.

The issue for the Bourne Education Trust is not one of equal pay as the Trust continues to pay all teachers on nationally agreed pay rates and pays support staff in line with pay grades determined by Surrey Pay. There are two key issues. One is that there is a high percentage of female staff employed in support staff roles, which are generally lower paid than teaching roles. This is in line with the national School Workforce data which indicates that the concentration of females in support staff roles will influence the Gender Pay Gap figures for schools / academies across the country and Office for National Statistics – Annual Survey of Hours and Earnings (Oct 2017) data which shows that women working in the educational sector earn on average 26.3% less than men in England, Scotland and Wales. The second issue is that at the snapshot date there were more men than women at the top of the upper quartile.

Strategies that the Bourne Education Trust employs to continue to improve our gender pay gap include:

- Encouraging and supporting the appointment of female staff into positions at all levels across the organisation
- seeking a better balance between the number of males and females in support staff roles across the organisation (while the percentage of females in support staff roles in schools remains so high it is unlikely that the overall gender pay gap figures in the education sector can be closed significantly)
- supporting returners to teaching and maternity and adoption leave returners
- reviewing the offer of CPD to ensure all staff regardless of working patterns can access development opportunities
- benchmarking roles and working towards harmonisation of pay across the Trust
- being more rigorous in pay matters and monitoring salary levels across the trust to ensure that these are applied consistently

Signed

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