

## **Gender Pay Gap**

### **Data Capture date: 31 March 2018**

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, and as an employer with over 250 employees, Bohunt Education Trust is required to measure and report on the gender pay gap in the organisation. The Trust is a public sector body and has a data capture date of 31 March in each year.

The mean gender pay gap across the Trust is 21% and the median is 25%. These represent a 6% and 4% closing of the gaps respectively, compared to 31 March 2017. During the intervening 12 months we took the following steps to close the pay gap:

- Wording of advertisements were checked for gender neutrality
- We ensured more roles were advertised with a confirmed salary, as government research has shown that women are less likely to negotiate their salary,
- We appointed two females into Senior Leadership roles in the Trust (Chief Operating Officer and Chief Financial Officer). One appointment was external and one was through internal development.
- Interview panels always consist of both male and female interviewers (all Safer recruitment trained)

Working within the public sector and specifically education, it is common for a high proportion of the workforce to be female. The Trust has a workforce which is 31% male and 69% female. Many more women work in Support roles (for example, administration, catering, cleaning, IT) than men (75% women to 25% men), and Support roles are traditionally less well paid than Teaching roles. Although this doesn't reflect the actual hours worked, contractual hours for Support staff are 37 or 37.5, compared to 30, 27.1 or 25 for Teaching staff. Therefore, the hourly rate will be higher for a teacher if the annual salary was exactly the same for a teacher and a member of support staff.

This is reflected in the pay in each quartile for all staff, which is as follows:

	<b>Lower Quartile</b>	<b>Lower Middle Quartile</b>	<b>Upper Middle Quartile</b>	<b>Upper Quartile</b>
<b>Male</b>	19.66	29.78	28.65	45.00
<b>Female</b>	80.34	70.22	71.35	55.00

In recognition of the work of the Executive team during an extremely busy year which saw the embedding of new schools within the Trust, including the new Sixth form in Liphook, two male Trust executives received a bonus in the Autumn of 2017. The mean and median bonus pay gap are therefore both 100%.

#### **Actions to address the gap**

We recognise that there is still more to be done to address the gap and since this data capture there has been an appointment of a female Head of School. Half of all Assistant Heads across the Trust are female but until this year there were no women at Head level. The Trust is putting more formal Succession planning in place to ensure greater structure and planning of leadership development which will help to enable the removal of gender barriers to promotion. We have since appointed a female Finance Manager and four out of six BET senior leadership posts are now held by females.

In addition, we have increasingly supported requests for flexible working at senior level where possible, including most recently introducing a job share arrangement for two female Assistant Headteachers. Our Shared Parental Leave policy gives both genders the same pay rights which is over and above statutory minimum.

Our current pay-scales follow nationally agreed Teachers' Pay and Conditions, and appropriate Local Government scales for Support staff. While many of our staff have come into the Trust under TUPE, and therefore the Trust has no control over staffing pay when Academies join the Trust, we will continue to review pay and reward structures for both Teaching and Support staff and to ensure that any gender or other potentially distorting factors are removed.

The Trust will continue to monitor this data on an ongoing basis as growth and change within the Trust may continue to alter the data by the next reporting date.

**Neil Strowger**  
**Chief Executive Officer**