

Gender Pay Gap Statement

Data Capture date: 31 March 2025

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 was 18% and Median 46%. Year on year there are more female support staff at the lower end of the pay-scales (especially the roles where there are numerous staff, eg teaching assistants and invigilators) thereby lowering the female median. In 2025 there were 36 female staff on the lowest hourly rate (paid for exam invigilation) and 9 male staff. Those on the lowest 50% of the hourly rate range were all Support staff. The workforce in BET was 71% female at that point, and 72% of Support roles were held by women. The full-time contractual hours for Support are greater than Teaching roles, which continues to have an effect on the hourly rate calculation. In 2025, all of the four Senior Support roles were held by women (compared to two Headteachers, out of ten), but their hourly rate will always be lower due to the method of calculation.

Of 129 similar sized MATS who have reported to date, the average Mean Gap was 20%, and average Median Gap was 32%.

The percentage of males and females in each pay quartile for all staff is as follows:

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male	23%	20%	33%	39%
Female	77%	80%	67%	61%

There were less bonuses paid across the Trust in the reporting period. 1.5% of female relevant employees and 3% of male relevant employees received a bonus. The Mean Bonus Pay Gap is 32% and the Median Bonus Pay Gap is 0.1%.

Actions to address the gap

We already have the following actions in place to close the pay gap:

- All Leadership recruitment (including internal promotions) and development activities are structured around the BET Leadership Framework which is publicly available for all staff to ensure transparency
- Check the wording of advertisements for gender neutrality
- Ensure that more roles were advertised with a confirmed salary, as government research has shown that women are less likely to negotiate their salary
- Use structured interviews for recruitment and promotions and skills-based assessment tasks alongside interviews
- Ensure that interview panels always consist of both male and female interviewers (all 'Safer Recruitment' trained)
- Interrogate our people data throughout the employee lifecycle (recruitment, development and progression), looking across the Trust and by School
- Review succession planning to ensure structured planning of leadership development which helps enable the removal of gender barriers to promotion

- Wherever possible, advertise jobs with an opportunity to discuss flexible working
- Where possible include multiple women in shortlists for recruitment and promotions
- Published our BET Menopause policy to support affected women in the workplace
- Ensure all have access to our promotion, pay and reward policies, and line managers are trained in the application of those processes
- Highlight our published policies on flexible working and parental and carers leave to spotlight how the organisation supports parents and other people with caring responsibilities
- Raise awareness of Shared Parental Leave to reduce gender imbalance
- Carry out annual staff survey and exit interviews for all employee to ensure any pay-related issues are identified and addressed

However, we recognise that there will always be more to be done to address the gap. We are currently developing our support for a Women in Leadership Network, and a structured induction for returners to the workplace (who are predominantly women returning from Maternity Leave).

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 Schools 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 alter the data by the next reporting date.

Neil Strowger
Chief Executive Officer