

Gender pay gap report 2022/2023

Gender pay gap reporting requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

Beyond Schools Trust is an equal opportunities employer and is committed to a working environment that is free from any form of discrimination. We are committed to diversity and recognise as a Trust that our challenge is to increase our gender balance in the organisation, which will in turn positively impact our gender pay gap.

The gender pay gap is different to equal pay. Equal pay deals with the pay differences between men and women to carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

The gender pay gap shows the difference in the average pay between all men and women in the workplace, if a workforce has a particularly high gender pay gap, this can indicate there may be several issues to deal with, and the individual calculations may help to identify what those issues are. This report fulfils the Government's reporting requirements: analyses the figures in more detail, and sets out what we are doing to close the gender pay gap in the Trust

Our recruitment policy seeks to employ people whose values align with those of the Trust and we engage staff who can truly inspire young people and who can deliver our strategic objectives and excellent service irrespective of their gender, colour, race, ethnicity, religion, sexual orientation or disability. Training and support are offered on an equal basis to all staff to encourage career progression. We support the fair treatment of all staff, irrespective of gender through our transparent policies.

At the snapshot date a total of 580 staff were employed within the Beyond Schools Trust. 442 female staff (76.2%) and 138 male staff (23.8%) were "relevant employees".

Pay Structure

For teachers we have pay scales aligned to the School Teacher Pay and Conditions Document that are reviewed on an annual basis. This is Performance Related Pay.

For support staff we have a pay system of grades aligned to the NJC (National Joint Council for Local Government Service). Therefore, grades vary according to the level of responsibility that employees have. Each grade has a set pay range; employees are expected to move through the pay range for their grade. The longer period that someone has been in a grade, the more we would expect him or her to earn irrespective of his or her gender

SNAPSHOT DATE: 31 MARCH 2022

Difference in mean and median hourly rates of pay

| | Difference in the mean hourly pay | Difference in the median hourly pay |
|---|--|--|
| Pay gap. % difference male to female | 28.9% | 51.6% |

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 | 100% | 100% |

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) | 2.4% |
| Female employees (% paid a bonus compared to all female employees) | 0% |

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) | 12.7% | 16.0% | 27.8% | 44.0% |
| Female (% females to all employees in each quartile) | 87.3% | 84.0% | 72.2% | 56.0% |

SUPPORTING STATEMENT

I can confirm that the information published here is accurate.

Signature: 

Date: 29/03/2023

Status/position: **CEO**

The Trust recognises that there is still a variety of job roles open to male or female applicants. It has been observed that female staff continue to be more attracted to term time only working (38 weeks per year), however there appears to be a slight increase in male interest now in these roles. There has also been an increase in role-specific interest to change working patterns to part time and home working subsequent to changes to working conditions in the wake of covid restrictions over the last few years.

There is still a higher female to male ratio in the lower quartile including support roles such as cleaning, catering, student support. The higher median calculation reflects the higher proportion of male staff in teaching and leadership roles as a proportion of the total male staff as opposed to female staff, who provide a much greater proportion of support staff roles. This is together with differences in the equivalent calculation basis of hourly pay between teaching and support staff e.g. teaching staff FTE is based on 1,265 hours per annum and support staff FTE is based on 1,929 hours per annum. Therefore, the pay gap reflects the volume of support staff roles carried out predominantly by women rather than a differential in pay for the same role carried out by different genders.

| | MEAN | MEDIAN | STAFF NUMBERS |
|------|------|--------|---------------|
| 2017 | 30 | 20 | 490 |
| 2018 | 26.6 | 26 | 476 |
| 2019 | 27 | 28 | 502 |
| 2020 | 21 | 27 | 499 |
| 2021 | 27 | 49 | 547 |
| 2022 | 29 | 52 | 580 |

The aim is to provide everyone with opportunities to progress whether to more senior role or other roles within the Trust. To support this staff are encouraged to benefit from the variety of training and development programmes, including Apprenticeships and other accredited routes

| BEYOND SCHOOLS TRUST STAFF | MALE | FEMALE | TOTAL IN ROLE |
|----------------------------|------|--------|---------------|
| SUPPORT STAFF | 48 | 272 | 320 |
| TEACHING STAFF | 90 | 170 | 260 |
| TOTAL STAFF | 138 | 442 | 580 |

Actions

Plans to take to address the gender pay gap are:

- continuous improvement of the recruitment process and focus on gender equality
- ensuring all job roles are advertised to eliminate any potential for gender bias, apart for those roles with a genuine reason for requiring a gender
- exploring how men can be attracted into the Trust to create a more even gender balance, given that there are more women than men in every entry level of the organisation
- encourage males to apply for support roles and ensure they are not discouraged in their application. Continuous improvement of the recruitment process and focus on gender equality
- as an equal opportunity employer, continue to appoint the best candidate into the role, regardless of gender or other factors covered by the Equalities Act
- Using Appraisal to support women progress in their careers - through development conversations with their line managers regarding development opportunities
- Continue to support shared parental leave, job sharing, part-time, and term-time only opportunities. Make men aware of and encourage to take advantage of arrangements which enable them to fulfil their caring responsibilities, such as shared parental leave and part time working
- Monitoring pay - to identify pay differences
- Further workforce reporting