

## Gender Pay Gap Report for St Bede's School Trust Sussex

All businesses with more than 250 employees are required, under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, to produce an annual Gender Pay Gap Report. The gender pay gap is the difference between the hourly rate of pay of male employees and female employees (as set out in the regulations). These differences have to be published on both a median basis (pay per hour based on the person 'in the middle' of the distribution of pay) and a mean basis (average hourly salary).

We are required to publish the results on our own website and on a government website, and the data was taken from a snap shot in time on 25<sup>th</sup> April 2018.

At this time, Bede's employed 455 full-pay relevant employees, of which 44% were men and 56% were women.

Our results are as follows:

Mean gender pay gap:	14.10%	
Median gender pay gap:	21.50%	
Mean bonus gender pay gap:	29.47%	
Median bonus gender pay gap:	0.90%	
	<u>Male</u>	<u>Female</u>
Proportion of genders receiving a bonus payment:	7.53%	3.90%
Proportion of genders in the lower quartile:	38.60%	61.40%
Proportion of genders in the lower middle quartile:	35.09%	64.91%
Proportion of genders in the upper middle quartile:	43.86%	56.14%
Proportion of genders in the upper quartile:	57.52%	42.48%

It is clear there are some areas where we can report improvements in our gender pay, e.g. the Lower Middle Quartile shows an improvement of 5.82% on the gender pay gap. In addition, there are some areas that remain the same as last year, e.g. the Median Pay Gap. There are however, some areas where considerable work still remains to be done as percentages have not improved.

Bede's remains committed to narrowing our Gender Pay Gap. Although there is not one single measure that adequately deals with the complex issue of gender pay differences, it is important to note that the majority of staff at Bede's are female. The mean pay gap is exacerbated when men are over represented in the first quartile and women are over represented in the fourth quartile of earnings. Bede's is committed to ensuring that employment and career progression opportunities are available to both women and men. In addition we are committed to ensuring a gender balance across all roles within the Trust.

#### What challenges we have

Bede's is a committed Equal Opportunities employer which firmly believes in appointing the right candidate for a role, regardless of their gender or any other characteristic. We are determined in our approach to attract more women into typically male dominant roles and vice versa, in order to enrich our staff body.

#### What successes we have

We have utilised software that helps counteract any unconscious gender bias within our recruitment adverts; this has helped to ensure that roles are accessible to both men and women in equal measure. In addition, we have actively sought equal representation in our selection for interview for senior roles within the Trust.

#### What plans we have for long-term results

A senior member of staff has taken on the role of champion for Equality, Diversity and Inclusion (EDI). Their role is to promote these fundamental Bede's values across both our pupil and staff bodies. In addition to safeguarding, EDI is now a standing item on every Trust agenda, ensuring increased awareness and aiming to avoid structures which may negatively impact on gender equality. This is a long-term project that we believe will influence our culture and leadership, staff retention, succession planning and career progression. We continue to promote flexible working within all areas of the Trust.

Confirmed as a true and accurate report of the Gender Pay Gap.

A handwritten signature in black ink, appearing to read 'Peter Goodyer', with a large, sweeping flourish above the name.

**Peter Goodyer MBA FRSA**  
CEO, St Bede's School Trust Sussex