

Gender Pay Gap Report 2019

Introduction

- 1.1 UK legal entities with 250 or more employees are required to report on their gender pay gap by law. The pay data is based on a 'snapshot' of 31 March.
- 1.2 This report outlines:
- UoBAT gender pay gap metrics;
 - Why the UOBAT has a gender pay gap;
 - Steps the UoBAT are undertaking to address the gender pay gap.

2. The University of Brighton Academies Trust's Gender Pay Gap Metrics 2019

- 2.1 The gender pay gap is the difference in the average pay between men and women in the University of Brighton Academies Trust. This is different to equal pay which relates to the rate of pay between woman and men for equal work and is set out in the equality of terms provisions of the Equality Act 2010.
- 2.2 The mean gender pay gap shows the difference in the average hourly rate of pay between women and men.
- 2.3 If all female and male employees formed two lines, one consisting of women and one consisting of men, from the lowest paid to highest paid, the median gender pay gap compares the pay of the women and the men in the middle of their line.
- 2.4 The mean and median hourly rates:

Hourly Rate	All	Male	Female
	£		
Mean hourly rate	16.45	21.22	15.52
Median hourly rate	10.11	18.36	9.60

- 2.5 The mean and median gender pay gap:

Pay	%
Mean	27
Median	48

The number of lower paid males decreased in 2019, resulting in a sizeable increase in the median hourly rate for males. When compared to median hourly rate for females this represents a significant increase in the median gender pay gap in 2019. It is likely that the lower paid male leavers were replaced with female workers.

- 2.2 The UoBAT does not have a bonus scheme as part of its pay and reward framework. The bonuses included below relate to one-off performance-related payments and are therefore included in line with Gender Pay Gap reporting requirements.

2.3 The mean and median gender bonus gap:

Bonus Gap	%
Mean	0
Median	0

No bonuses were paid to men in 2019, therefore there is no gender bonus gap.

2.3 Proportion of men and women who received bonuses and gender bonus gap:

	No. of employees	Mean Bonus £	Median Bonus £
Female	4	937.5	250
Male	0	0	0

2.4 Proportion of men and women in each quartile:

Quartile	Upper %	Upper Middle %	Lower Middle %	Lower %
Female	75	78	90	90
Male	25	22	10	10

The UoBAT has a high proportion of female workers (84%) compared to male workers (16%). There are significantly more women in lower banded jobs than men and, hence, this is creating a pay gap.

3. Why the University of Brighton Academies Trust has a Gender Pay Gap

3.1 In the education sector, male teachers were more likely historically to be promoted to leadership roles. Women traditionally make up the majority of lower paid, support staff and, in addition, many roles are part time and/or term time only and traditionally occupied by women. These factors impact considerably on the UoBAT's gender pay gap.

3.2 It should be noted that UoBAT pay scales are aligned with national and local government pay scales.

4.0 Steps the University of Brighton Academies Trust are taking to reduce the Gender Pay Gap

4.1 The UoBAT is committed to reducing the gender pay gap.

4.2 Work continues towards the UoBAT's Recruitment and Retention Strategy (2018-2023) which identifies the following employee wellbeing; professional development and succession planning and recruitment objectives:

- Flexible working opportunities are established and promoted across the Trust;
- Staff have a fair and reasonable workload;
- The health and wellbeing of staff is supported and promoted;
- Senior leaders are committed to implementing initiatives that will improve staff well-being and promote flexible working in their academy or professional team;
- Staff are supported to achieve their career aspirations;
- Visible and tangible commitment to inclusive recruitment.

The Trust's Recruitment and Retention Strategy Group will continue to review the above in the context of the gender pay gap.

- 4.3 The Trust continues to review pay progression data on an annual basis. It seeks to ensure that staff do not indirectly experience detriment to their pay progression based on gender. The latest review of pay progression (February 2020) confirms that no group appears to experience a significant detriment. However the review suggests that barriers may exist for female teachers applying for the Upper Pay Range (UPR) and leadership posts.
- 4.4 Whilst UoBAT has an overall gender pay gap, this is largely the result of uneven working patterns of male and female employees: There is a significantly larger proportion of female employees than male employees (84% vs 16%); and the majority of female employees work part-time (23% of female staff work full-time compared to 68% of male employees). The aggregate effect of this uneven representation pulls the Trust average down. In contrast, the gender pay gap of different groups of staff (e.g. working patterns, age and occupation) is much smaller or positive in favour of women in most instances. For example, full-time women on average earn more than full-time men and part-time women on average earn more than part-time men

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