

## 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 pay).

The Government have confirmed that due to the Coronavirus pandemic that Gender Pay Reports do not have to be published for the year to April 2020. However to remain transparent, Bede's have decided to continue to report their results as usual, on its own website and on a government website. The data was taken from a snap shot in time on 5<sup>th</sup> April 2020.

At this time, Bede's employed 456 full-pay relevant employees (i.e. anyone employed on the snapshot date of 5<sup>th</sup> April 2020 and paid their usual full basic pay), of which 42% were men and 58% were women.

Our results are as follows:

	<u>2020</u>		<u>2019</u>	
Mean gender pay gap:	9.25%		12.12%	
Median gender pay gap:	16.21%		17.73%	
Mean bonus gender pay gap:	8.33%		-1.86%	
Median bonus gender pay gap:	16.67%		6.67%	
	<u>Male</u>		<u>Female</u>	
	<u>2020</u>	<u>2019</u>	<u>2020</u>	<u>2019</u>
Proportion of genders receiving a bonus payment:	1%	8.85%	1%	2.87%
Proportion of genders in the lower quartile:	35.96%	35.34%	64.04%	64.66%
Proportion of genders in the lower middle quartile:	39.47%	39.66%	60.53%	60.34%
Proportion of genders in the upper middle quartile:	45.61%	41.38%	54.39%	58.62%
Proportion of genders in the upper quartile:	47.37%	51.72%	52.63%	48.28%

Overall there continues to be an improvement in Bede's gender pay position, which reflects the senior leadership's ongoing commitment to Equality, Diversity and Inclusion. There have been year on year improvements in the mean and median gender pay gaps since April 2018 and this improvement can be seen again this year. There have also been small percentage changes in the genders within each of the quartiles, the most significant being in the upper

quartile which shows an improvement of 4.35% compared to last year.

Bede's remains committed to transparently reporting our Gender Pay Gap and working to eliminate it. Women and men working in the same roles in the Trust are paid equally, therefore any gap that is reported is a reflection that men are disproportionately represented in higher paid posts, and women are more frequently found in lower paid positions. 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 majority of the female workforce are employed in lower level roles which are predominantly part-time and tend to attract more female applicants.

#### What challenges we have

Bede's is a committed Equal Opportunities employer who firmly believes in appointing the right candidate for a role, regardless of their gender or any other characteristic. We are challenged however, to attract more women into the most senior, higher paid posts, the majority of which are currently held by men.

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

The Equality, Diversity and Inclusion initiative has been instrumental in continuing to develop a gender discrimination free culture at Bede's. Events have been held to raise awareness of, and challenge, issues such as unconscious bias. Bede's will continue to promote this and related issues across all areas across the Trust.

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



Peter Goodyer

CEO