

## 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, not to be confused with the issue of equal pay, shows the difference in the average hourly rate of pay between women and men in an organisation, expressed as a percentage of average male earnings. Organisations follow a calculation methodology set out by the Government Equalities Office to report their mean and median gender pay gap, bonus gap, and distribution across pay quartiles. The 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).

On the snapshot date of 5th April 2021, Bede’s employed 376 full-pay relevant employees (i.e. anyone paid their usual full basic pay), of which 42.6% were men and 57.4% were women.

Our results are as follows:

	<b><u>2021</u></b>		<b><u>2020</u></b>	
<b>Mean gender pay gap:</b>	13.53%		9.25%	
<b>Median gender pay gap:</b>	24.92%		16.21%	
	<b><u>Male</u></b>		<b><u>Female</u></b>	
	<b><u>2021</u></b>	<b><u>2020</u></b>	<b><u>2021</u></b>	<b><u>2020</u></b>
<b>Proportion of genders in the lower quartile:</b>	35.11	35.96%	64.89	64.04%
<b>Proportion of genders in the lower middle quartile:</b>	35.11	39.47%	64.89	60.53%
<b>Proportion of genders in the upper middle quartile:</b>	43.62	45.61%	56.38	54.39%
<b>Proportion of genders in the upper quartile:</b>	56.38	47.37%	43.62	52.63%

Overall there has been an apparent decline in Bede’s gender pay position, which disappoints us as a Trust. The senior leadership has an ongoing commitment to Equality, Diversity and Inclusion and asked for a full review to understand the causes of this decline. The review was conducted by the Trust’s Director of People.

Following a thorough investigation, it is clear that the Trust’s appointment of a large number of Covid-essential support staff during 2020-2021, is responsible for the deterioration in the figures. The Trust had to recruit significant numbers of employees into roles such as cleaning, quarantine camps and Covid-testing roles to enable the Trust to operate during the pandemic. These roles typically paid close to minimum wage requirements. Since the majority of employees that were recruited into these lower paid roles were women, the gender pay statistics were impacted significantly.

If we were to exclude the data from the Covid essential roles, then the Trust has actually made significant progress towards closing the gender pay gap. In this case there would be a mean gender pay gap of 6.61% and a median pay gap of 7.67%. This underlying improvement was achieved through a variety of methods including but not limited to:

- Blinding our recruitment process to ensure we removed unconscious bias and hiring decisions were based purely on merit.
- Implementing a new Work from Home Policy, proven to attract more women into the workplace.
- The creation of a robust Diversity, Equality and Inclusion Policy
- Training our staff on Unconscious Bias and Microaggressions - reducing the likelihood that unconscious bias could impact our recruitment, mentoring and promotion opportunities.
- Increasing the number of senior female leaders, working at Executive Level, within the Trust.

However, we must recognise that, despite our best efforts, the pandemic shifted the balance in a negative way. COVID-19 caused chaos in the business world in ways we've never seen before, putting women at a disadvantage. The annual Women in the Workplace report highlighted that 76 percent of mothers with children under age 10 say childcare was one of their top challenges during the pandemic, compared to 54 percent of fathers with young children. Women were 1.5 times more likely than senior-level men to consider downshifting their careers or leaving the workforce during and owing to COVID-19. Due to having a high proportion of female employees in support roles, a higher proportion of our female workforce were also furloughed, drastically impacting our results for this period.

More than half (56%) of employers that reported their Gender Pay Reports in October 2021 witnessed a reduction in their mean pay gap, with the Office for National Statistics reporting that the average had dwindled to 15.4% in 2021's October reports. The majority of reporting businesses saw a change of at least 5%.

Even with these uncontrollable factors impacting our figures, all of the progress we've achieved toward eliminating the gender wage gap might be undone if we don't take decisive efforts to address these new inequalities.

Bede is committed to closing the gap and 2021-2022 and see's us take the following action:

- Ensuring recruitment campaigns use gender neutral language and are being advertised in new places, where women are more likely to have visibility of the postings.
- When recruiting, we will stop asking what candidates currently earn and basing offers on that data. Instead, we will be using market salary and internal pay data to ensure all employees are paid equally.
- Working to create a pay scale for all teaching and support staff, that fairly rewards responsibility, regardless of gender, by September 2023.
- Conducting Pay Equality Audits - we will continue to look for discrepancies and pay rates and ensure all employees of equal experience are paid the same.
- Investing in female leadership potential - we will be having active ongoing conversations about advancement during the appraisal processes.
- Utilising a new HR information Management System and Recruitment System to identify and eliminate pay gaps. We are serious about eliminating the gender pay gap and therefore data needs to be monitored throughout the year, not just for the reporting deadline.

Although the pandemic has increased gender pay discrepancies in the short term, there may be a Covid reward in the long run. The pandemic's widespread homeworking experiment demonstrated that many roles could be performed from home. Work is now, for more employees than, an activity you do rather than a place you visit. Bede's will be able to access female talent through the implementation of our Home Working Policy and see our gender pay discrepancies close.

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.

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.

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 stylized flourish above the name.

Peter Goodyer

CEO