

Gender Pay Gap Report 2021

1. 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 2021

- 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	15.78	19.64	14.91
Median hourly rate	11.52	16.94	10.01

- 2.5 The mean and median gender pay gap:

Pay	%
Mean	24
Median	41

Between 2020 and 2021 the mean gender pay gap has materially improved by 4%. Whilst still in favour of men, the median gender pay gap has reduced by 7% to 41%.

Contributory factors to reducing the pay gap include:

- The restructuring of the facilities team within academies and professional services (which has a higher concentration of higher paid males)
 - An increase of 23% in female applications to progress onto the Upper Pay Range
 - An increase of 13.5% in hourly part time pay (93% of part time employees are females)
- 2.6 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.

2.7 The mean and median gender bonus gap:

Bonus Gap	%
Mean	0
Median	0

No bonuses were paid to men in 2021, therefore there is no gender bonus gap.

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

	No. of employees	Mean Bonus £	Median Bonus £
Female	3	939.14	1000
Male	0	0	0

2.9 Proportion of men and women in each quartile:

Quartile	Upper %	Upper Middle %	Lower Middle %	Lower %
Female	73	74	86	94
Male	27	26	14	6

The UoBAT has a high proportion of female employees (82%) compared to male employees (18%). There continues to be significantly more women in lower banded jobs which drives a gender 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 wellbeing 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.

- Flexible working opportunities are established and promoted across the Trust;

The Trust's Remuneration and HR Committee will continue to review the above in the context of the gender pay gap.

- 4.3 The Trust has removed the link between pay progression and performance which means that all staff automatically progress within the pay range for their role, in accordance with the relevant Pay Policy. This ensures that staff do not indirectly experience detriment to their pay progression based on gender.
- 4.4 The Trust is committed to introducing the Real Living Wage as its minimum pay rate in 2022 (nationally, those paid below the Real Living Wage are more likely to be women).
- 4.5 It is the Trust's intention during 2022 to focus on the following initiatives to help address the Gender Pay Gap;
- Conducting a survey with our female workforce to help identify real or perceived barriers to career progression within the Trust
 - Developing career development pathways for all staff
 - Examining the Trust's recruitment adverts to ensure that they are attractive to both males and females
 - Continue to review pay progression data to ensure that staff do not indirectly experience detriment to their pay progression based on gender

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