

## 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).

At this time, Bede’s employed 378 full-pay relevant employees (i.e. anyone employed on the snapshot date of 5<sup>th</sup> April 2022 and paid their usual full basic pay), of which 157 were men and 221 were women.

Our results are as follows:

	<u>2022</u>		<u>2021</u>	
Mean gender pay gap:	14.98%		13.53%	
Median gender pay gap:	24.4%		24.92%	
	<u>Male</u>		<u>Female</u>	
	<u>2022</u>	<u>2021</u>	<u>2022</u>	<u>2021</u>
Proportion of genders in the lower quartile:	36.84	35.11	63.16	64.89
Proportion of genders in the lower middle quartile:	27.37	35.11	72.63	64.89
Proportion of genders in the upper middle quartile:	41.49	43.62	58.51	56.38
Proportion of genders in the upper quartile:	59.57	56.38	40.62	43.62

Overall there has been a decline in Bede’s gender pay position. The Executive Team has an ongoing commitment to Equality, Diversity and Inclusion and asked for a full review to understand the causes of this decline.

The Trust is greatly concerned about the decline and has investigated this against external factors other companies are facing. A study undertaken by Women in the Workplace 2022 details the continued impact of COVID and how this has contributed to ‘women leaders switching jobs at the highest rate we have ever seen’ due to demanding more from work. Given that anyone in the same role at Bede’s is paid the same regardless of their gender this correlates with our data that men are disproportionately represented in higher paid posts.

Being a medium sized organisation with 2/3rd of our workforce being female, small changes in our employee profile have a significant impact.

There is no simple and fast solution for closing the gender pay gap. It requires strategic, consistent and sustained focus on our workplace culture. Below we highlight some of the important actions we

are taking to drive this much needed change. The primary areas of focus are recruitment and retention, family friendly policies, transparent pay structures and a greater focus on gender diversity within all departments.

The Trust has made considerable advancement so far within the year 2022-2023, which sadly is not reflected in this pay report, which is based on a snapshot of data on 5th April 2022. This is therefore not reflective of the following:

- a) Bede's became a Real Living Wage Employer in December 2022.
- b) Our recruitment campaigns are using gender neutral language and are being advertised in new places, where women are more likely to have visibility to the postings.
- c) There has been a significant Increase in females joining the Senior Leadership team at both the Prep and Senior School.
- d) Commencement of the new appraisal process designed to better invest in our current staff members and specifically our emerging female leaders.
- e) The Trust has been carrying out reviews in relation to maternity and menopause in order for us to have an understanding of what our females at Bede's need, how we can support them and how we attract women into more middle and high level positions.
- f) We have focussed on diversifying our departments that are specific gender heavy, prioritising applications from the lower represented gender when recruiting for these departments.

The Trust has various plans in place to ensure we make decisive efforts and continue to be committed to closing the gap. In 2023-2024 the Trust will have implemented new pay spines for both Teaching and Support staff, this will assist us in ensuring we remove any pay discrepancies and ensure all employees are paid the same in relation to experience. This will be further supported by the new HR information Management System and Recruitment System.

Bede's remains dedicated to transparently reporting our gender pay gap and making efforts to close it. The Trust remunerates men and women equally for the same roles, thus any pay disparity that is noted is attributable to men being disproportionately represented in higher-paying positions and women being more frequently found in lower-paying ones. Despite the fact that there is no one solution to the complex problem of gender wage disparities, it is essential to remember that the majority of Bede's employees are female. The majority of our female workforce are employed in lower-level positions that have higher levels of part-time agreements and are likely 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.



Peter Goodyer  
CEO