

Gender Pay Gap Report 2023

This report sets out the Gender Pay Gap for The University of Brighton Academies Trust (UoBAT), explains the main causes and sets out our intentions to address the gap.

The University of Brighton Academies Trust's Gender Pay Gap Metrics 2023

Gender pay is a broad measure of the difference in average earnings between men and women regardless of the work they do. This is not the same as unequal pay – paying women less than men for the same work.

The following shows the Gender Pay Gap at UoBAT at the 'snapshot' date (31st March 2023).

2023 Gender Pay Gap at a glance

- Mean pay for men is 27% higher than that of women
- Median pay for men is 39% higher than that of women

In 2023, UoBAT has seen the mean pay gap increase by 3% and the median gender gap remain the same.

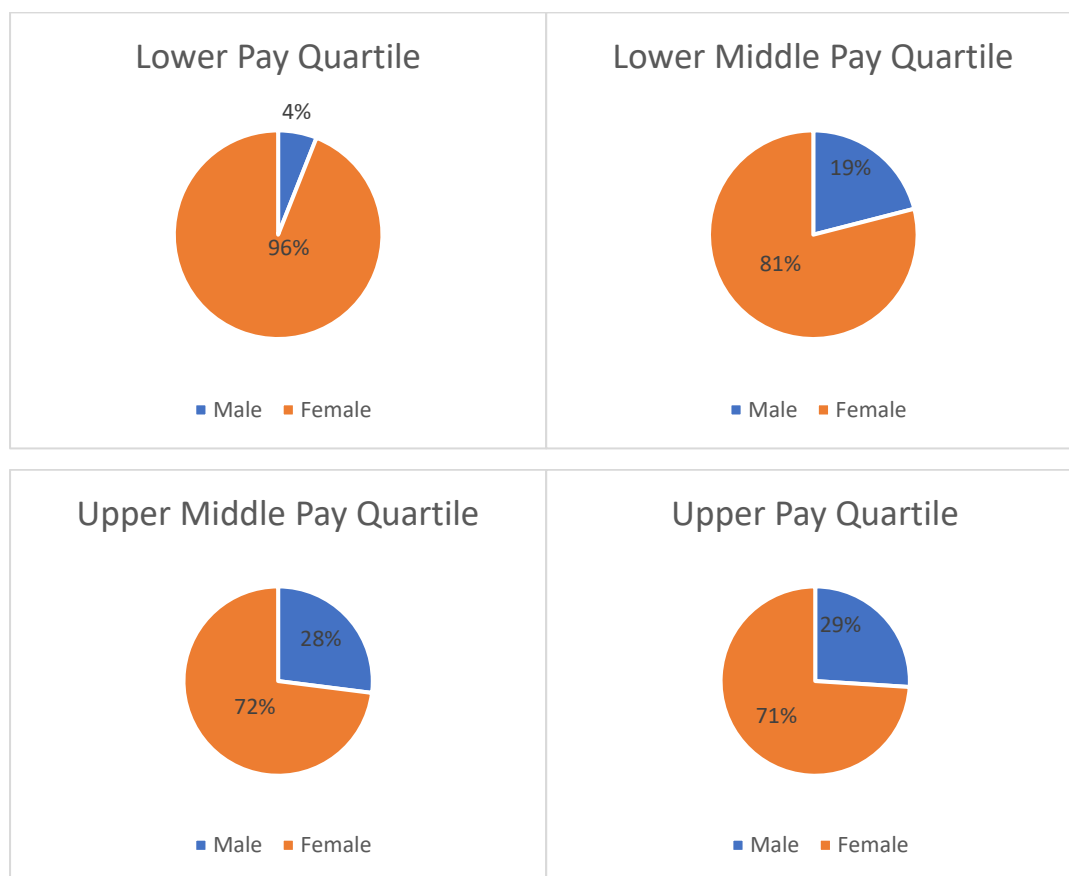
Reasons for the mean increase include;

- 4% increase in males paid within the upper pay quartiles
- 4% decrease in females paid within the upper pay quartiles
- an increase in the maximum hourly pay in the upper page range
- 4% increase in females paid in the lower pay quartiles
- 4% decrease in males paid in the lower pay quartiles

Bonus Scheme

UoBAT does not have a bonus scheme as part of its pay and reward framework.

Staff Population by hourly pay quartiles



Understanding the Gender Pay Gap

UoBAT's gender pay gap can be attributed to the following;

Workforce and working patterns – 80% of our workforce is female. 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.

Leadership roles – Our workforce is predominately female but only 4% (34/845) hold a leadership role compared with 12% (26/216) of males across both our academy leadership and professional services leadership teams.

Addressing the Gender Pay Gap

UoBAT is committed to bringing about change to further reduce the Gender Pay Gap.

In 2022/23 the Trust;

- The Trust conducted a survey across the workforce to identify any real or perceived barriers to females who wish to progress into leadership roles. Respondents cited personal lifestyle

choices (child/caring responsibilities) and limited training / mentoring opportunities as the largest perceived barriers to progression.

- Further increased the minimum pay rate in November 2022, in line with the increase in the Real Living wage.
- Developed career pathways for our teaching, teaching assistants, facilities and people job families

It is our intention during 2023/24 to focus on the following initiatives to help address the Gender Pay Gap;

- To overcome barriers to female progression, the Trust is committed to exploring training opportunities to help support females make the step from a middle to senior leadership roles and providing guidance on how females in leadership can achieve a good work / life balance being offered.
- Developing career development pathways for additional job families
- Continuing to review pay progression data to ensure that staff do not indirectly experience detriment to their pay progression based on gender.

Statutory Disclosures 2022

Gender Pay Gap

	%
Mean	24%
Median	39%
Bonus Mean	41%
Bonus Median	45%

Hourly Pay Quartiles

	Upper %	Upper Middle %	Lower Middle %	Lower %
Female	74	73	79	94
Male	26	27	21	6