

Gender Pay Report - St Bedes School Trust Sussex - 2022-2023

Executive Summary:

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 577 full-pay relevant employees (i.e. anyone employed on the snapshot date of 5th April 2023 and paid their usual full basic pay), of which 222 were men and 355 were women.

It is important to note that no bonuses were awarded during this period and as such there is no data to report.

The Gender Pay Report for St Bedes School Trust Sussex covers the year 2023 and provides a comparison to 2022, providing insights into the mean and median gender pay gaps, as well as the distribution of male and female employees across pay quartiles.

Key Findings:

Gender Pay Gaps:

- **2022:** Mean Gender Pay Gap: 14.98%, Median Gender Pay Gap: 24.4%
- **2023:** Mean Gender Pay Gap: 13%, Median Gender Pay Gap: 13%

Quartile Analysis (2022):

- **Lower Quartile:** Men - 36.84%, Women - 63.16%
- **Lower Middle Quartile:** Men - 27.37%, Women - 72.63%
- **Upper Middle Quartile:** Men - 41.49%, Women - 58.51%
- **Upper Quartile:** Men - 59.57%, Women - 40.62%

Quartile Analysis (2023):

- **Lower Quartile:** Men - 40.69%, Women - 59.3%
- **Lower Middle Quartile:** Men - 25.52%, Women - 74.48%
- **Upper Middle Quartile:** Men - 33.33%, Women - 66.67%
- **Upper Quartile:** Men - 54.55%, Women - 45.45%

UK all sector Gender Pay Gap was 14.3% and education average was 21.3%.

Analysis:

Gender Pay Gaps Trend:

A slight decrease in both mean and median gender pay gaps from 2022 to 2023 indicates a positive trend towards greater pay equity. The median has reduced by 8.6%

due to the implementation of a new HR system allowing for greater capture of zero hours contract working patterns.

Quartile Distribution:

- **Lower Quartile:** The proportion of women in the lower quartile has decreased, suggesting improved representation at lower pay levels.
- **Middle Quartiles:** The lower middle quartile shows a small increased representation of women, while the upper middle quartile witnessed a much larger increase.
- **Upper Quartile:** A notable increase in the percentage of women in the upper quartile indicates progress in senior-level roles, although further improvement is needed.

Recommendations:

Continued Monitoring:

- Maintain a regular monitoring mechanism to track gender pay gaps and quartile distributions.

Targeted Interventions:

- Implement targeted interventions to address gender imbalances in specific quartiles, particularly in upper management.

Promotion of Diversity and Inclusion:

- Continue efforts to promote diversity and inclusion throughout the Trust, fostering an environment that supports the career progression of all employees.

Communication and Transparency:

- Communicate the findings and action plans to employees, demonstrating the Trust's commitment to transparency and gender equality.

Conclusion:

Introducing a real living wage has been a crucial step in addressing and improving the gender pay gap. The gender pay gap refers to the disparity between the average earnings of men and women within the workforce. While various factors contribute to this gap, such as occupational segregation, the implementation of a living wage has proven to be an effective strategy for narrowing this divide. The introduction of a real living wage has contributed in the following ways:

- A real living wage ensures that individuals are paid enough to cover the basic cost of living. By establishing a minimum income that is sufficient for a decent standard of living, women are better able to support themselves financially. This financial independence is crucial for reducing the economic disparities between genders.
- Introducing a living wage has involved the introduction of transparent and standardised wage structures. This has helped reduce wage discrimination and unconscious bias, ensuring that all employees are paid fairly based on their skills, experience, and qualifications, rather than being subject to gender biases.

- Women are often overrepresented in low-wage and part-time positions. Introducing a living wage helped the Trust to specifically target these roles, ensuring that even traditionally undervalued occupations receive fair compensation. This helps to eliminate the gender pay gap at the lower end of the income spectrum.

In summary, introducing a real living wage has proven to be a significant tool in addressing the gender pay gap by promoting financial equality, reducing wage discrimination, improving job satisfaction, and fostering long-term economic benefits. This multifaceted approach helps create a more inclusive and equitable work environment for both men and women within the Trust.

Another contributing factor to the improvement in our gender pay gap is the increase in females working at senior executive and higher quartile levels. This has played a crucial role in complementing the impact of a real living wage on narrowing the gender pay gap.

We hope that the female senior leaders within the Trust can help to further improve our gender pay gap through the Role Model Effect. As more women ascend to senior executive or upper-pay quartile roles, they become visible role models for others in the Trust. This visibility not only inspires women at lower levels to aspire to leadership positions but also challenges gender stereotypes and biases. When women see other women in top-level roles, it fosters a sense of possibility and ambition, encouraging them to pursue career advancements and negotiate for higher wages.

Furthermore, our Female executives are often at the forefront of advocating for equal pay policies within the Trust. They understand first-hand the challenges women face in climbing the corporate ladder and are more likely to champion initiatives that address pay disparities. This advocacy can lead to the implementation of fair compensation practices, further bridging the gender pay gap.

Female executives can actively contribute to dismantling unconscious biases that may perpetuate gender pay gaps. By implementing transparent and objective performance evaluation processes, they help ensure that all employees, regardless of gender, are fairly assessed and rewarded for their contributions.

Gender-diverse leadership teams have been shown to make better decisions and drive improved business performance. As more women reach the upper pay quartile and executive levels, the Trust will benefit from a wider range of perspectives, which can lead to more strategic and fair decision-making, including those related to compensation policies.

In combination with the implementation of a real living wage, the increase in females at senior executive levels strengthens the overall effort to address the gender pay gap by influencing culture, challenging biases, advocating for policies, and fostering an environment where women can thrive professionally and financially.

Looking Forward:

While progress has been made in reducing gender pay gaps within the Trust and enhancing the representation of women in various quartiles, the Trust remains committed to furthering

these efforts. Ongoing initiatives and a proactive approach to addressing imbalances will contribute to creating a more inclusive and equitable workplace.

To further reduce the gender pay gap, the Trust has committed to a range of initiatives and policies aimed at fostering gender equality.

- **Regular Pay Audits:** The implementation of a new HRIS allows us to now conduct regular pay audits to identify and rectify any gender pay disparities.
- **Salary Transparency:** The Trust is looking to adopt salary transparency policies, where salary ranges for various positions are openly communicated. This can help eliminate pay secrecy and ensure that employees, regardless of gender, are aware of the benchmarks for fair compensation.
- **Flexible Work Arrangements:** The Trust continues to offer flexible work arrangements, such as remote work options, flexible hours, and job-sharing programs. These initiatives can help address the challenges faced by women in balancing work and family responsibilities, ultimately promoting gender equality in career progression.
- **Diverse Hiring Practices:** The Trust has established diverse hiring practices to ensure that recruitment processes are unbiased and promote equal opportunities for all candidates.
- **Leadership Development Programs:** The introduction of leadership development programs that specifically target and encourage the professional growth of senior women within the Trust. Providing mentorship, training, and networking opportunities can help women break through barriers and ascend to leadership positions.
- **Family-Friendly Policies:** The Trust is proud to offer family-friendly policies, such as parental leave, extended leave for fertility treatment, enhanced paternity leave and fee remission. These policies support the work-life balance for both men and women, helping to alleviate challenges that may contribute to gender pay gaps.

By committing to these initiatives, the Trust demonstrates its dedication to reducing the gender pay gap and fostering a workplace that values diversity and inclusion. The combination of fair compensation practices, supportive policies, and a culture of equality can contribute to long-term positive change.

St Bede's School Trust 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