

Gender Pay Report - St Bede's School Trust Sussex - 2023-2024

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, St Bede's School Trust Sussex (the Trust) employed 567 full-pay relevant employees (i.e. anyone employed on the snapshot date of 5th April 2024 and paid their usual full basic pay).

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 the Trust covers the year 2024 and provides a comparison to 2023, 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:

- **2024:** Mean Gender Pay Gap: 10.6%, Median Gender Pay Gap: 14.56
- **2023:** Mean Gender Pay Gap: 13%, Median Gender Pay Gap: 13%

Quartile Analysis (2024):

- **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%

Quartile Analysis (2023):

- **Lower Quartile:** Men - 38.95%, Women - 61.05%
- **Lower Middle Quartile:** Men - 35.16%, Women - 64.84%
- **Upper Middle Quartile:** Men - 39.77%, Women - 60.23%
- **Upper Quartile:** Men - 52.75%, Women - 47.25%

Analysis:

Comparing the 2023 and 2024 quartile analysis results reveals a positive trend toward closing the gender pay gap.

- **Lower Quartile (Q1):** The decrease in female representation from 61.05% in 2023 to 59.3% in 2024 is now a positive development. It suggests that fewer women are in the lowest-paying roles, indicating a potential improvement in their pay situation.
- **Lower Middle Quartile (Q2):** The decrease in female representation from 74.48% in 2023 to 64.84% in 2024 reflects a positive shift. Our research indicates that this change is due to more women being promoted into higher-paying roles, and a simultaneous increase in the recruitment of men into lower-paid positions that have historically attracted a higher proportion of female applicants. This trend suggests positive progress towards greater gender balance across different pay levels.
- **Upper Middle Quartile (Q3):** The increase from 66.67% to 60.23% remains a positive sign, suggesting continued progress in closing the gender pay gap at this level.
- **Upper Quartile (Q4):** The small increase from 45.45% to 47.25% still indicates the ongoing challenge of achieving gender balance at the highest pay levels.

Overall:

While challenges remain in Q4, the trends in Q1 and Q2 suggest that positive changes are underway. The increase in Q3 further supports this notion.

It's crucial to continue monitoring these trends and analyse the underlying reasons for the changes in each quartile. This will help the Trust to develop targeted interventions and ensure that progress toward gender pay equity continues across all pay levels.

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:

Based on the 2024 figures, but considering the initiatives discussed in the 2023 report, the following appear to have been successful:

- **Leadership Development:** The increase in the percentage of women in the upper middle quartile in 2023 to 2024 suggests that these programs are helping more women advance to higher-paying positions. This indicates that the focus on targeted development for women is proving effective.
- **Diverse Hiring Practices:** The decrease in the percentage of women in the lower quartile in 2023 to 2024 suggests that diverse hiring practices are leading to more women being hired into higher-paying roles from the start. This indicates that efforts to ensure unbiased recruitment processes are yielding positive results.
- **Family-Friendly Policies:** While the impact of these policies may be more indirect, the overall positive trend in closing the gender pay gap suggests that they are playing a supportive role. By enabling employees to balance work and family responsibilities, these policies likely contribute to a more equitable workplace where both men and women can progress in their careers.

While challenges remain, the positive changes suggest that the initiatives focused on leadership development and diverse hiring practices are making a tangible difference. Continued efforts in these areas, along with further enhancements to family-friendly policies and other initiatives, will be crucial to achieving full gender pay parity across all levels of the organisation.

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 already committed to a range of initiatives and policies aimed at fostering gender equality.

- **Implement Operational Salary Structure:** The Trust is establishing clear salary ranges for each job level, based on objective criteria such as skills, experience, and responsibilities. This would help to ensure that employees are paid fairly based on their contributions, regardless of gender.
- **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 a focussed approach to leadership development that specifically targets and encourages 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.
- **Provide unconscious bias training:** Further training would help to raise awareness of unconscious biases that can affect decision-making related to hiring, promotions, and compensation. By recognising and addressing these biases, the Trust can create a more equitable workplace for all employees.

The Trust will regularly review and evaluate the effectiveness of its initiatives to address the gender pay gap. This would involve tracking key metrics such as the mean and median gender pay gap, the distribution of men and women across pay quartiles, and the representation of women in leadership positions. Based on the evaluation results, the Trust will adjust its initiatives as needed to ensure that they are achieving the desired outcomes.

By implementing these steps, the Trust can further demonstrate its commitment to gender pay equity and create a more inclusive and equitable workplace for all employees.

The 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.

A handwritten signature in black ink, appearing to read 'Peter Goodyer', with a large, stylized flourish at the end.

Peter Goodyer
CEO