

2021 Gender Pay Gap Reporting

Brigantia Learning Trust operates as an equal opportunities employer as defined by the Equalities Act 2010 and does not discriminate in any way regarding recruitment, performance management and employee career development opportunities.

The trust does not have any variation in pay between female and male staff undertaking the same role.

We are conscious that the demographic of our staffing is such that a greater proportion of men employed are in teaching roles in our secondary and post 16 provision, compared to support staff roles across early years and primary phases that are heavily staffed by females. **70.75%** of our total staffing is made up of females which means that a greater proportion of all roles at all levels are filled by females. We believe that this creates what appears to be a greater gender pay gap across the mean and median when looking at the whole workforce.

It is important to note that the gender pay gap of the Trust is skewed by the fact that teachers' hourly rate and support staff hourly rates are contractually calculated differently due to working weeks. To enable us to better understand and analyse our gender pay gap we have provided the mean and median calculations to consider these two separate categories of staff which we believe better reflects the actual gender pay gap within the Trust.

All Staff

The gender pay gap is defined as the difference between the mean and median hourly rate of pay the male and female colleagues receive. The **mean** pay gap is the difference between average hourly earnings of men and women. The **median** pay gap is the difference between the mid points in the ranges of hourly earnings of men and women. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middle-most salary.

The figures provided in the charts below are based on hourly rates of pay as at 31 March 2021.

Bonuses

Brigantia Learning Trust paid one bonus during the year, and therefore the statutory calculations are set out below.

Males	1	100%
Females	0	0%
Total	1	

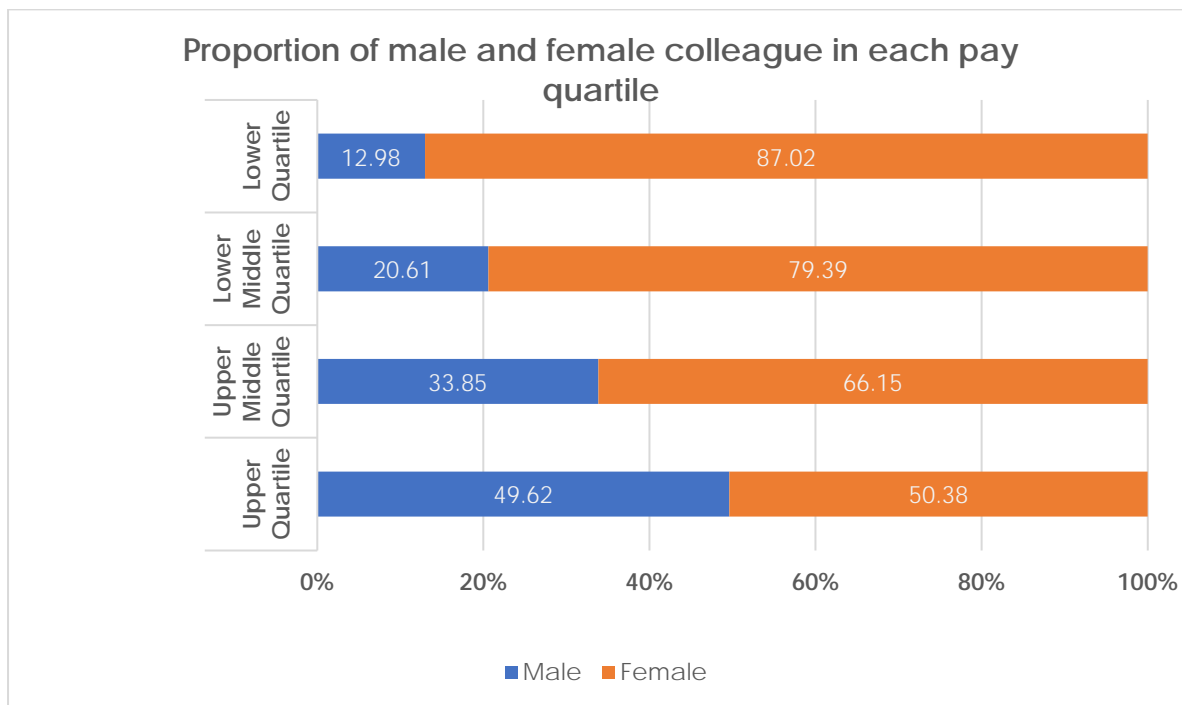
Mean Gender Pay Gap	100% in favour of men
Median Gender Pay Gap	100% in favour of men

Brigantia Learning Trust does not pay bonuses to any other staff apart from the one above, therefore, the further three statutory calculations of the mean bonus gender pay gap, the median bonus gender pay gap and the proportion of males and females receiving a bonus payment are not applicable.

All Staff

Males	153	29.25%
Females	370	70.75%
Total	523	

Mean Gender Pay Gap	29.39% in favour of men
Median Gender Pay Gap	53.31% in favour of men



Closing the gender pay gap

According to our analysis the difference in grade distribution between males and females is the main driver of the overall gender pay gap; this is largely due to the early years and primary provision within the trust that traditionally attract female employees.

Analysis of the Academy gender pay gap shows that the reasons for the mean gender pay gap of **29.39%** is the proportion of male and female employees in different grades and categories of staff.

Effective recruitment, retention and development of a diverse and effective workforce

At Brigantia Learning Trust we believe in fair and open competition with candidates, selection based on merit. We ensure this by:

- mandatory mixed gender sift and interview panels
- blind sifting: where all identifiable characteristics are removed
- advertise all jobs as available for flexible working, full-time, job share or part time unless this is a very strong business case not to
- offer comprehensive continuous professional development for all staff
- provide a supportive and fair performance management system that encourages development and progression for all